





goods or services are delivered to customers in an amount that reflects the consideration the Company expects to be entitled to in exchange for those goods or services. Service revenues, as presented on the unaudited Condensed Consolidated Statements of Operations, represent services rendered to customers less variable consideration, such as sales adjustments and allowances. Reimbursements, including those related to travel and out-of-pocket expenses, are also included in service revenues, and equivalent amounts of reimbursable expenses are included in costs of services. Contract talent solutions revenues. Contract talent solutions revenues from contracts with customers are recognized in the amount to which the Company has a right to invoice when the services are rendered by the Company's engagement professionals. The substantial majority of engagement professionals placed on assignment by the Company are the Company's legal employees while they are working on assignments. The Company pays all related costs of employment, including workers' compensation insurance, state and federal employment taxes, social security, and certain fringe benefits. The Company assumes the risk of acceptability of its employees to its customers.

11 ROBERT HALF INC. NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) (Continued) September 30, 2024

The Company records contract talent solutions revenue on a gross basis as a principal versus on a net basis as an agent in the presentation of revenues and expenses. The Company has concluded that gross reporting is appropriate because the Company (i) has the risk of identifying and hiring qualified employees, (ii) has the discretion to select the employees and establish their price and duties, and (iii) bears the risk for services that are not fully paid for by customers. Fees paid to time management or vendor management service providers selected by clients are recorded as a reduction of revenues, as the Company is not the primary obligor with respect to those services. Permanent placement talent solutions revenues. Permanent placement talent solutions revenues from contracts with customers are primarily recognized when employment candidates accept offers of permanent employment. The Company has a substantial history of estimating the financial impact of permanent placement candidates who do not remain with its clients through the 90-day guarantee period. These amounts are established based primarily on historical data and are recorded as liabilities. Fees to clients are generally calculated as a percentage of the new employee's annual compensation. No fees for permanent placement talent solutions services are charged to employment candidates. Protiviti revenues. Protiviti's consulting services are generally provided on a time-and-material basis or fixed-fee basis. Revenues earned under time-and-material arrangements and fixed-fee arrangements are recognized using a proportional performance method. Revenue is measured using cost incurred relative to total estimated cost for the engagement to measure progress towards satisfying the Company's performance obligations. Cost incurred represents work performed and thereby best depicts the transfer of control to the customer. Protiviti's consulting services generally contain one or more performance obligation(s) which are satisfied over a period of time. Revenues are recognized over time as the performance obligations are satisfied, because the services provided do not have any alternative use to the Company, and contracts generally include language giving the Company an enforceable right to payment for services provided to date. The Company periodically evaluates the need to provide for any losses on these projects, and losses are recognized when it is probable that a loss will be incurred. The following table presents the Company's revenues disaggregated by functional specialization and segment (in thousands):

Three Months Ended September 30, 2024	Nine Months Ended September 30, 2024
Contract talent solutions	1,187,221
Finance and accounting	1,879,221
Administrative and customer support	1,175,812
Technology	1,160,184
Elimination of intersegment revenues	(122,321)
Total	4,432,115

(a) Service revenues for finance and accounting, administrative and customer support, and technology include intersegment revenues, which represent revenues from services provided to the Company's Protiviti segment in connection with the Company's blended business solutions. Intersegment revenues for each functional specialization are aggregated and then eliminated as a single line. Payment terms in the Company's contracts vary by the type and location of the Company's customer and the services offered. The term between invoicing and when payment is due is not significant.

12 ROBERT HALF INC. NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) (Continued) September 30, 2024

Contracts with multiple performance obligations are recognized as performance obligations are delivered, and contract value is allocated based on relative stand-alone selling values of the services and products in the arrangement. As of September 30, 2024, aggregate transaction price allocated to the performance obligations that were unsatisfied for contracts with an expected duration of greater than one year was \$187.0A million. Of this amount, \$167.2A million is expected to be recognized within the next 12 months. As of September 30, 2023, aggregate transaction price allocated to the performance obligations that were unsatisfied for contracts with an expected duration of greater than one year was \$150.2A million. Contract liabilities are recorded when cash payments are received or due in advance of performance and are reflected in accounts payable and accrued expenses on the unaudited Condensed Consolidated Statements of Financial Position. The following table sets forth the activity in contract liabilities from December 31, 2023, through September 30, 2024 (in thousands):

Contract Liabilities Balance as of December 31, 2023	Contract Liabilities Balance as of September 30, 2024
\$24,574	\$24,574
Payments in advance of satisfaction of performance obligations	28,922
Revenue recognized	(35,768)
Other, including translation adjustments	115
Balance as of September 30, 2024	\$17,843

Other current assets consisted of the following (in thousands):

September 30, 2024	December 31, 2023
Prepaid expenses	\$5,940
Unamortized cloud computing implementation costs	29,504
Other current assets	132,929
Property and Equipment	133,481
Net Property and equipment consisted of the following (in thousands):	
September 30, 2024	December 31, 2023
Computer hardware	\$133,563
Computer software	\$150,165
Furniture and equipment	\$67,917
Leasehold improvements	\$198,525
Property and equipment, cost less accumulated depreciation	\$532,781
Property and equipment, net	\$119,588

13 ROBERT HALF INC. NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) (Continued) September 30, 2024

Other Noncurrent Assets

September 30, 2024	December 31, 2023
Unamortized cloud computing implementation costs	\$11,822
Other intangible assets, net	\$15,047
Other noncurrent assets	\$13,343
Leases	\$17,480

The Company has operating leases for corporate and field offices, and certain equipment. The Company's leases have remaining lease terms of less than one year to 11 years, some of which include options to extend the leases for up to seven years, and some of which include options to terminate the leases within one year. Operating lease expense was \$20.6A million and \$62.9A million for the three and nine months ended September 30, 2024, respectively, and \$22.2A million and \$67.1A million for the three and nine months ended September 30, 2023, respectively. Supplemental cash flow information related to leases consisted of the following (in thousands):

Nine Months Ended September 30, 2024	September 30, 2023
Cash paid for operating lease liabilities	\$71,633
Right-of-use assets obtained in exchange for new operating lease liabilities	\$62,043
Supplemental balance sheet information related to leases consisted of the following:	
September 30, 2024	December 31, 2023
Weighted average remaining lease term for operating leases	4.5 years
Weighted average discount rate for operating leases	3.7%

Future minimum lease payments under non-cancellable leases as of September 30, 2024, were as follows (in thousands):

2024 (excluding the nine months ended September 30, 2024)	2025	2026	2027	2028	2029	Thereafter
\$20,068	\$20,257	\$20,658	\$20,738	\$20,844	\$20,826	\$47,474

Less: Imputed interest (25,766)

Present value of operating lease liabilities (a) \$238,956

(a) Includes the current portion of \$65.9 million for operating leases. As of September 30, 2024, the Company had additional future minimum lease obligations totaling \$16.2A million under executed operating lease contracts that had not yet commenced. These operating leases include agreements for corporate and field office facilities with lease terms of one to 11 years.

14 ROBERT HALF INC. NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) (Continued) September 30, 2024

Note H - Goodwill

The following table sets forth the activity in goodwill from December 31, 2023, through September 30, 2024 (in thousands):

Goodwill Balance as of December 31, 2023	Goodwill Balance as of September 30, 2024
\$134,369	\$134,369
Accrued Payroll and Benefit Costs	\$26,147
Accrued payroll and benefit costs	\$237,977
Foreign currency translation adjustments	\$26,131
Other	\$77,552
Balance as of September 30, 2024	\$261,176

Accrued payroll and benefit costs consisted of the following (in thousands):

September 30, 2024	December 31, 2023
Payroll	\$377,101
Payroll taxes	\$12,351
Workers' compensation	\$14,965
Accrued payroll and benefit costs	\$404,417

15 ROBERT HALF INC. NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) (Continued) September 30, 2024

Note I - Employee Deferred Compensation Plan Obligations

The Company provides various qualified defined contribution 401(k) plans covering eligible employees. The plans offer a savings feature with the Company matching employee contributions. Assets of this plan are held by an independent trustee for the sole benefit of participating employees. Nonqualified plans are provided for employees on a discretionary basis, including those not eligible for the qualified plans. These plans include provisions for salary deferrals and discretionary contributions. The asset value of the nonqualified plans was \$667.5A million and \$571.0A million as of September 30, 2024 and December 31, 2023, respectively. The Company holds these assets to satisfy the Company's liabilities under its deferred compensation plans. The liability value for the nonqualified plans was \$664.1A million and \$572.9A million as of September 30, 2024 and December 31, 2023, respectively. Contribution expenses for the Company's qualified and nonqualified defined contribution plans were \$11.8A million and \$36.6 million for the three and nine months ended September 30, 2024, respectively, and \$10.7 million and \$33.5 million for the three and nine months ended September 30, 2023, respectively. The Company has statutory defined contribution plans and defined benefit plans outside the United States of America, which are not material. Note K - Commitments and Contingencies

On March 23, 2015, Plaintiff Jessica Gentry, on her own behalf and on behalf of a putative class of allegedly similarly situated individuals, filed a complaint against the Company in the Superior Court of California, San Francisco County, which was subsequently amended on October 23, 2015. The complaint alleges that a putative class of current and former employees of the Company working in California since March 13, 2010, were denied compensation for the time they spent interviewing for temporary and permanent employment opportunities as well as performing activities related to the interview process. Gentry seeks recovery on her own behalf and on behalf of the putative class in an unspecified amount for this allegedly unpaid compensation. Gentry also seeks recovery of an unspecified amount for the alleged failure of the Company to provide her and 15 other similarly situated individuals with accurate wage statements. Gentry also seeks an unspecified amount of other damages, attorneys' fees, and statutory penalties, including penalties for allegedly not paying all wages due upon separation to former employees and statutory penalties on behalf of herself and other allegedly aggrieved employees as defined by California Labor Code Private Attorneys General Act (PAGA). On January 4, 2016, the Court denied a motion by the Company to compel all of Gentry's claims, except the PAGA claim, to individual arbitration. On March 8, 2024, the Court issued an order certifying: (1) a class of California-based temporary employees who attended at least one uncompensated interview with a third-party client at any time since March 13, 2010; (2) a subclass of class members who held a prior temporary job assignment before interviewing for a subsequent assignment; and (3) a subclass of class members who are no longer employed by the Company (i.e., a "waiting time penalties" subclass). At this stage of the litigation, it is not feasible to predict the outcome of or a range of loss, should a loss occur, from this proceeding and, accordingly, no amounts have been provided in the Company's Financial Statements. The Company believes it has meritorious defenses to the allegations and the Company intends to continue to vigorously defend against the litigation. On April 6, 2018, Plaintiff Shari Dorff, on her own behalf and on behalf of a putative class of allegedly similarly situated individuals, filed a complaint against the Company in the Superior Court of California, County of Los Angeles. In addition to certain claims individual to Plaintiff Dorff, the complaint alleges that salaried recruiters based in California have been misclassified as exempt employees and seeks an unspecified amount for: unpaid wages resulting from such alleged misclassification; alleged failure to provide a reasonable opportunity to take meal periods and rest breaks; alleged failure to pay wages on a timely basis both during employment and upon separation; alleged failure to comply with California requirements regarding wage statements and record-keeping; and alleged improper denial of expense reimbursement. Plaintiff Dorff also seeks an unspecified amount of other damages, attorneys' fees, and penalties, including but not limited to statutory penalties on behalf of herself and other allegedly aggrieved employees as defined by PAGA. At this stage of the litigation, it is not feasible to predict the outcome of or a range of loss, should a loss occur, from this proceeding and, accordingly, no amounts have been provided in the Company's Financial Statements. The Company believes it has meritorious defenses to the allegations and the Company intends to continue to vigorously defend against the litigation. The Company is involved in a number of other lawsuits arising in the ordinary course of business. While management does not expect any of these other matters to have a material adverse effect on the Company's results of operations, financial position or cash flows, litigation is subject to certain inherent uncertainties. Legal costs associated with the resolution of claims, lawsuits and other contingencies are expensed as incurred. The Company has an unsecured revolving credit facility (the "Credit Agreement") of \$100.0A million, which matures May 2026. Borrowings under the Credit Agreement will bear interest in accordance with the terms of the borrowing which will be calculated according to the adjusted term Secured Overnight Financing Rate (SOFR) or an alternative base rate, plus an applicable margin. The Credit Agreement is subject to certain financial covenants, and the Company was in compliance with these covenants as of September 30, 2024. There were no borrowings under the Credit Agreement as of September 30, 2024, or December 31, 2023. Note L - Stockholders' Equity

Stock Repurchase Program

As of September 30, 2024, the Company is authorized to repurchase, from time to time, up to 8.3A million additional shares of the Company's common stock on the open market or in privately negotiated transactions, depending on market conditions. The number and the cost of common stock shares repurchased during the nine months ended September 30, 2024 and 2023, are reflected in the following table (in thousands):

Nine Months Ended September 30, 2024	Nine Months Ended September 30, 2023
Common stock repurchased (in shares)	2,460
Common stock repurchased	\$171,047

16 ROBERT HALF INC. NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) (Continued) September 30, 2024

Additional stock repurchases were made in connection with employee stock plans, whereby Company shares were tendered by employees for the payment of applicable statutory withholding taxes. The number and the cost of employee stock plan repurchases made during the nine months ended September 30, 2024 and 2023, are reflected in the following table (in thousands):

Nine Months Ended September 30, 2024	Nine Months Ended September 30, 2023
Repurchases related to employee stock plans (in shares)	272
Repurchases related to employee stock plans	\$21,508

The repurchased shares are held in treasury and are presented as if constructively retired. Treasury stock is accounted for using the cost method. Treasury stock activity for the nine months ended September 30, 2024 and 2023, (consisting of purchases of shares for the treasury) is presented in the unaudited Condensed Consolidated Statements of Stockholders' Equity. Repurchases of shares and issuances of dividends are applied first to the extent of retained earnings and any remaining amounts are applied to additional paid-in capital. Note M - Net Income Per Share

The calculation of net income per share for the three and nine months ended September 30, 2024 and 2023, is reflected in the following table (in thousands, except per share amounts):

Three Months Ended September 30, 2024	Nine Months Ended September 30, 2024	Three Months Ended September 30, 2023	Nine Months Ended September 30, 2023
Net income	\$65,451	\$95,545	\$197,308
Basic	\$323,842	\$323,842	\$102,175
Weighted average shares	102,175	105,340	103,034
Diluted	\$105,950	\$105,950	\$105,950
Weighted average shares	102,175	105,340	103,034
Dilutive effect of potential common shares	218	470	337
Diluted weighted average shares	102,393	105,810	103,371
Net income per share	\$0.64	\$0.91	\$3.06
Diluted	\$0.64	\$0.90	\$3.04

17 ROBERT HALF INC. NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) (Continued) September 30, 2024

The Company has three reportable segments: contract talent solutions, permanent placement talent solutions, and Protiviti. Operating segments are defined as components of the Company for which separate financial information is evaluated regularly by the chief operating decision maker in deciding how to allocate resources and assess performance. The contract talent solutions and permanent placement talent solutions segments provide specialized engagement professionals and full-time personnel, respectively, for finance and accounting, technology, marketing and creative, legal, administrative and customer support, and executive searches. The Protiviti segment provides internal audit, risk, business, and technology consulting solutions. The accounting policies of the segments are set forth in Note A - Summary of Significant Accounting Policies in the Company's Annual Report on Form 10-K for the year ended December 31, 2023. The Company evaluates performance based on income before intangible assets amortization expense, net interest income, and income taxes.

17 ROBERT HALF INC. NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) (Continued) September 30, 2024

The following table provides a reconciliation of service revenues and segment income by reportable segment to consolidated results for the three and nine months ended September 30, 2024 and 2023 (in thousands):

Three Months Ended September 30, 2024	Nine Months Ended September 30, 2024	Three Months Ended September 30, 2023	Nine Months Ended September 30, 2023
Service revenues	\$830,403	\$943,097	\$2,572,358
Permanent placement talent solutions	\$123,275	\$139,931	\$379,105
Contract talent solutions	\$25,844	\$58,475	\$114,108
Segment income	\$441,338	\$441,338	\$1,108,571

2024 2023 2024 2023

Three Months Ended September 30, 2024	Nine Months Ended September 30, 2024	Three Months Ended September 30, 2023	Nine Months Ended September 30, 2023
Contract talent solutions	\$1,187,221	\$1,187,221	\$1,187,221
Finance and accounting	\$1,879,221	\$1,879,221	\$1,879,221
Administrative and customer support	\$1,175,812	\$1,175,812	\$1,175,812
Technology	\$1,160,184	\$1,160,184	\$1,160,184
Elimination of intersegment revenues	\$(122,321)	\$(122,321)	\$(122,321)
Total	\$4,432,115	\$4,432,115	\$4,432,115

2024 2023 2024 2023

Three Months Ended September 30, 2024	Nine Months Ended September 30, 2024	Three Months Ended September 30, 2023	Nine Months Ended September 30, 2023
Service revenues	\$830,403	\$943,097	\$2,572,358
Permanent placement talent solutions	\$123,275	\$139,931	\$379,105
Contract talent solutions	\$25,844	\$58,475	\$114,108
Segment income	\$441,338	\$441,338	\$1,108,571

taxes\$95,186\$136,343\$282,335\$456,452A Service revenues presented above are shown net of eliminations of intersegment revenues. Intersegment revenues between contract talent solutions segment and Protiviti segment were \$122.3 million and \$351.6 million for the three and nine months ended September 30, 2024, respectively, and \$100.6 million and \$341.2 million for the three and nine months ended September 30, 2023, respectively. Revenue and direct costs related to the intersegment activity are reflected in the Protiviti segment, including the costs of candidate payroll, fringe benefits and incremental recruiter compensation. Note OaF“Subsequent EventsOn October 29, 2024, the Company announced the following:Quarterly dividend per share\$0.53Declaration dateOctober 29, 2024Record dateNovember 25, 2024Payment dateDecember 13, 202418ITEM 2. Managementa€™s Discussion and Analysis of Financial Condition and Results of OperationsCertain information contained in Managementa€™s Discussion and Analysis and in other parts of this report may be deemed forward-looking statements regarding events and financial trends that may affect the future operating results or financial positions of Robert Half Inc. (the a€œCompanya€). Forward-looking statements are not guarantees or promises that goals or targets will be met. These statements may be identified by words such as a€œanticipate,a€œpotential,a€œestimate,a€œforecast,a€œtarget,a€œproject,a€œplan,a€œintend,a€œbelieve,a€œexpect,a€œshould,a€œcould,a€œwould,a€œmay,a€œmight,a€œwill,a€œor variations or negatives thereof or by similar or comparable words or phrases. In addition, historical, current, and forward-looking information about the Companya€™s environmental, social, and governance (a€œESGa€) and compliance programs, including targets or goals, may not be considered material for the Securities and Exchange Commission (a€œSECa€) or other mandatory reporting purposes and may be based on standards for measuring progress that are still developing, on internal controls, diligence, or processes that are evolving, on representations reviewed or provided by third parties, and on assumptions that are subject to change in the future. Forward-looking statements are estimates only, based on managementa€™s current expectations, currently available information and current strategy, plans, or forecasts, and involve certain known and unknown risks, uncertainties, and assumptions that are difficult to predict and often beyond our control and are inherently uncertain. Forward-looking statements are subject to risks and uncertainties that could cause actual results, outcomes, or the timing of these results or outcomes, to differ materially from those expressed or implied in the statements. These risks and uncertainties include, but are not limited to, the following: changes to or new interpretations of United States of America (a€œU.S.a€) or international tax regulations; the global financial and economic situation; changes in levels of unemployment and other economic conditions in the U.S. or foreign countries where the Company does business, or in particular regions or industries; reduction in the supply of candidates for contract employment or the Companya€™s ability to attract candidates; the development, proliferation and adoption of artificial intelligence (a€œAIa€) by the Company and the third parties it serves; the entry of new competitors into the marketplace or expansion by existing competitors; the ability of the Company to maintain existing client relationships and attract new clients in the context of changing economic or competitive conditions; the impact of competitive pressures, including any change in the demand for the Companya€™s services, on the Companya€™s ability to maintain its margins; the possibility of the Company incurring liability for its activities, including the activities of its engagement professionals, or for events impacting its engagement professionals on clientsa€™ premises; the possibility that adverse publicity could impact the Companya€™s ability to attract and retain clients and candidates; the success of the Company in attracting, training, and retaining qualified management personnel and other staff employees; the Companya€™s ability to comply with governmental regulations affecting personnel services businesses in particular or employer/employee relationships in general; whether there will be ongoing demand for Sarbanes-Oxley or other regulatory compliance services; the Companya€™s reliance on short-term contracts for a significant percentage of its business; litigation relating to prior or current transactions or activities, including litigation that may be disclosed from time to time in the Companya€™s SEC filings; the impact of extreme weather conditions on the Company and its candidates and clients; the ability of the Company to manage its international operations and comply with foreign laws and regulations; the impact of fluctuations in foreign currency exchange rates; the possibility that the additional costs the Company will incur as a result of health care or other reform legislation may adversely affect the Companya€™s profit margins or the demand for the Companya€™s services; the possibility that the Companya€™s computer and communications hardware and software systems could be damaged or their service interrupted or the Company could experience a cybersecurity breach; and the possibility that the Company may fail to maintain adequate financial and management controls, and as a result suffer errors in its financial reporting. Additionally, with respect to Protiviti, other risks and uncertainties include the fact that future success will depend on its ability to retain employees and attract clients; there can be no assurance that there will be ongoing demand for broad-based consulting, regulatory compliance, technology services, public sector or other high-demand advisory services; failure to produce projected revenues could adversely affect financial results; and there is the possibility of involvement in litigation relating to prior or current transactions or activities. Because long-term contracts are not a significant part of the Companya€™s business, future results cannot be reliably predicted by considering past trends or extrapolating past results. Except as required by law, the Company undertakes no obligation to update information in this report, whether as a result of new information, future events, or otherwise, and notwithstanding any historical practice of doing so.Executive Overview Revenue and net income results for the third quarter exceeded managementa€™s expectations, driven by strong results from Protiviti, which posted sequential and year-on-year revenue gains. While client budgets remain constrained and decision cycles extended, business confidence levels are improving, aided by continuing progress on inflation and the beginning of a global rate-cutting cycle. Consistent with this trend, the Companya€™s recent weekly sequential results in contract talent have reflected increased stability. During the first three quarters of 2024, service revenues were \$4.41 billion, a decrease of 10.3% from the prior year. Net income was \$197 million, and diluted net income per share was \$1.91. 19Demand for the Companya€™s contract talent solutions, permanent placement talent solutions, and Protiviti is largely dependent upon general economic and labor trends, both domestically and abroad. The U.S. real gross domestic product increased 2.8% during the first three quarters of 2024, while the unemployment rate increased from 3.7% for December 2023 to 4.1% at the end of the third quarter of 2024. Although sales cycles are still elongated, job openings remain significantly above historical averages, indicating substantial pent-up demand for talent. While the tightness of the labor supply has eased somewhat, the unemployment rate in the U.S. for those with a college degree is still only 2.3%, with rates for many in-demand accounting, finance and IT positions even lower. The Company is confident about its ability to weather the current global macroeconomic environment and its growth prospects as the macro landscape improves. The Company continues to invest in technology and innovation to fuel its core business strategy. The Companya€™s proprietary a€œRecruiters plus award-winning AIa€ strategy offers significant added value to its clients. The Company monitors various economic indicators and business trends in all of the countries in which it operates to anticipate demand for the Companya€™s services. These trends are evaluated to determine the appropriate level of investment, including personnel, which will best position the Company for success in the current and future global macroeconomic environment. The Companya€™s investments in headcount are typically structured to proactively support and align with expected revenue growth trends and productivity metrics. Visibility into future revenues is limited not only due to the dependence on macroeconomic and labor market conditions noted above, but also because of the relatively short duration of the Companya€™s client engagements. Accordingly, the Companya€™s headcount and other investments are typically assessed on at least a quarterly basis. During the first three quarters of 2024, the Company decreased headcount for its contract talent solutions and permanent placement talent solutions segments, when compared to prior year-end levels. In addition, the full-time headcount for Protiviti increased when compared to prior year-end levels.Critical Accounting Policies and EstimatesThe Companya€™s most critical accounting policies and estimates are those that involve subjective decisions or assessments and are included in the Companya€™s Annual Report on Form 10-K for the year ended December 31, 2023. There were no material changes to the Companya€™s critical accounting policies or estimates for the nine months ended September 30, 2024. Recent Accounting PronouncementsSee Note A Ba€œNew Accounting Pronouncementsa€ to the Companya€™s Condensed Consolidated Financial Statements included under Part A Ia€“Item 1 of this report.Results of OperationsThe Company analyzes its operating results for three reportable segments: contract talent solutions, permanent placement talent solutions, and Protiviti. The contract talent solutions and permanent placement talent solutions segments provide engagement professionals and full-time personnel, respectively, for finance and accounting, technology, marketing and creative, legal, administrative and customer support, and executive search. The Protiviti segment provides internal audit, risk, business, and technology consulting solutions.Demand for the Companya€™s services is largely dependent upon general economic and labor trends both domestically and abroad. Because of the inherent difficulty in predicting economic trends, future demand for the Companya€™s services cannot be forecast with certainty. The Companya€™s talent solutions segments conduct operations through offices in the U.S. and 17 other countries, while Protiviti has offices in the U.S. and 13A other countries.20Non-GAAP Financial MeasuresThe financial results of the Company are prepared in conformity with accounting principles generally accepted in the U.S. (a€œGAAPa€) and the rules of the SEC. To help readers understand the Companya€™s financial performance, the Company supplements its GAAP financial results with the following non-GAAP measures: adjusted gross margin; adjusted selling, general and administrative expenses; combined segment income; and as adjusted revenue growth rates.The following measures: adjusted gross margin and adjusted selling, general and administrative expenses, include gains and losses on investments held to fund the Companya€™s obligations under employee deferred compensation plans. The Company provides these measures because they are used by management to review its operational results.Combined segment income is income before income taxes, adjusted for interest income and amortization of intangible assets. The Company provides combined segment income because it is how management evaluates performance.As adjusted revenue growth rates represent year-over-year revenue growth rates after removing the impacts on reported revenues from the changes in the number of billing days and foreign currency exchange rates. The Company provides this data because it focuses on the Companya€™s revenue growth rates attributable to operating activities and aids in evaluating revenue trends over time. The impacts from the changes in billing days and foreign currency exchange rates are calculated as follows:a€œBilling days impact is calculated by dividing each comparative perioda€™s reported revenues by the number of billing days for that period to arrive at a per billing day amount. Same billing day growth rates are then calculated based on the per billing day amounts. Management calculates a global, weighted-average number of billing days for each reporting period based upon inputs from all countries and all functional specializations and segments.a€œForeign currency impact is calculated by retranslating current period international revenues using foreign currency exchange rates from the prior yeara€™s comparable period.The non-GAAP financial measures provided herein may not provide information that is directly comparable to that provided by other companies in the Companya€™s industry, as other companies may calculate such financial results differently. The Companya€™s non-GAAP financial measures are not measurements of financial performance under GAAP and should not be considered as alternatives to amounts presented in accordance with GAAP. The Company does not consider these non-GAAP financial measures to be a substitute for, or superior to, the information provided by GAAP financial results. A reconciliation of the non-GAAP financial measures to the most directly comparable GAAP financial measures is provided on the following pages.Refer to Item 3. a€œQuantitative and Qualitative Disclosures About Market Riska€ for further discussion of the impact of foreign currency exchange rates on the Companya€™s results of operations and financial condition.Three Months Ended September 30, 2024 and 2023 Service Revenues. The Companya€™s revenues were \$1.47 billion for the three months ended September 30, 2024, a decrease of 6.3% compared to \$1.56 billion for the three months ended September 30, 2023. Revenues from U.S. operations decreased 5.2% to \$1.15 billion (78.2% of total revenue) for the three months ended September 30, 2024, compared to \$1.21 billion (77.3% of total revenue) for the three months ended September 30, 2023. Revenues from international operations decreased 10.2% to \$319 million (21.8% of total revenue) for the three months ended September 30, 2024, compared to \$355 million (22.7% of total revenue) for the three months ended September 30, 2023. Contributing factors for each reportable segment are discussed below in further detail.Contract talent solutions revenues were \$831 million for the three months ended September 30, 2024, decreasing by 11.9% compared to revenues of \$943 million for the three months ended September 30, 2023. Key drivers of contract talent solutions revenues include average hourly bill rates and the number of hours worked by the Companya€™s engagement professionals on client engagements. The decrease in contract talent solutions revenues for the three months ended September 30, 2024, was primarily due to a 12.8% decrease in the number of hours worked by the Companya€™s engagement professionals, partially offset by a 1.4% increase in average bill rates. On an as adjusted basis, contract talent solutions revenues decreased 13.2% for the third quarter of 2024, compared to the third quarter of 2023. In the U.S., revenues in the third quarter of 2024 decreased 12.4% on an as reported basis, and decreased 13.7% on an as adjusted basis, compared to the third quarter of 2023. International revenues for the third quarter of 2024 decreased 10.6% on an as reported basis, and decreased 11.7% on an as adjusted basis compared to the third quarter of 2023. 21Permanent placement talent solutions revenues were \$123 million for the three months ended September 30, 2024, decreasing by 11.9% compared to revenues of \$140 million for the three months ended September 30, 2023. Key drivers of permanent placement talent solutions revenues consist of the number of candidate placements and average fees earned per placement. The decrease in permanent placement talent revenues for the three months ended September 30, 2024, was due to a 13.6% decrease in the number of placements, partially offset by a 1.7% increase in average fees earned per placement. On an as adjusted basis, permanent placement talent solutions revenues decreased 13.2% for the third quarter of 2024, compared to the third quarter of 2023. In the U.S., revenues for the third quarter of 2024 decreased 9.0% on an as reported basis, and decreased 10.4% on an as adjusted basis, compared to the third quarter of 2023. International revenues for the third quarter of 2024 decreased 18.6% on an as reported basis and decreased 19.8% on an as adjusted basis, compared to the third quarter of 2023. Historically, demand for permanent placement talent solutions is even more sensitive to economic and labor market conditions than demand for contract talent solutions, and this is expected to continue.Protiviti revenues were \$511 million for the three months ended September 30, 2024, increasing by 6.4% compared to revenues of \$481 million for the three months ended September 30, 2023. Key drivers of Protiviti revenues are the billable hours worked by consultants on client engagements and average hourly bill rates. The increase in Protiviti revenues for the three months ended September 30, 2024, was due to a 4.4% increase in average hourly bill rates, and a 2.0% increase in billable hours. On an as adjusted basis, Protiviti revenues increased 4.5% for the third quarter of 2024, compared to the third quarter of 2023. In the U.S., revenues in the third quarter of 2024 increased 9.3% on an as reported basis, and increased 7.6% on an as adjusted basis, compared to the third quarter of 2023. International revenues for the third quarter of 2024 decreased 5.6% on an as reported basis and decreased 8.1% on an as adjusted basis, compared to the third quarter of 2023.A reconciliation of the non-GAAP year-over-year revenue growth rates to the as reported year-over-year revenue growth rates for the three months ended September 30, 2024, is presented in the following table:GlobalUnited StatesInternationalContract talent solutionsAs Reported-11.9% -12.4% -10.6% %Billing Days Impact-1.4% -1.3% -1.6% %Currency Impact0.1A %a€œ0.5A %As Adjusted-13.2A %-13.7A %-11.7A %Permanent placement talent solutionsAs Reported-11.9A %-9.0A %-18.6A %Billing Days Impact-1.4A %-1.4A %-1.6A %Currency Impact0.1A %a€œ0.4A %As Adjusted-13.2A %-10.4A %-19.8A %ProtivitiAs Reported6.4A %9.3A %-5.6A %Billing Days Impact-1.7A %-1.7A %-1.7A %Currency Impact-0.2A %a€œ-0.8A %As Adjusted4.5A %7.6A %-8.1A %Gross Margin.A A A The Companya€™s gross margin dollars were \$572 million for the three months ended September 30, 2024, down 10.8% from \$641 million for the three months ended September 30, 2023. Contributing factors for each reportable segment are discussed below in further detail.Gross margin dollars for contract talent solutions represent revenues less costs of services, which consist of payroll, payroll taxes and benefit costs for engagement professionals, and reimbursable expenses. The key drivers of gross margin are: i) pay-bill spreads, which represent the differential between wages paid to engagement professionals and amounts billed to clients; ii) fringe costs, which are primarily composed of payroll taxes and benefit costs; and iii) conversion revenues, which are earned when a contract position converts to a permanent position with the Companya€™s client. Gross margin dollars for contract talent solutions were \$323 million for the three months ended September 30, 2024, decreasing by 13.9% from \$375 million for the three months ended September 30, 2023. As a percentage of revenues, gross margin dollars for contract talent solutions were 38.9% in the third quarter of 2024, down from 39.8% in the third quarter of 2023. The decrease in gross margin percentage was primarily due to higher fringe costs and lower pay-bill spreads.22Gross margin dollars for permanent placement talent solutions represent revenues less reimbursable expenses. Gross margin dollars for permanent placement talent solutions were \$123 million for the three months ended September 30, 2024, down 11.9% from \$140 million for the three months ended September 30, 2023. Because reimbursable expenses for permanent placement talent solutions are de minimis, the decrease in gross margin dollars is substantially explained by the decrease in revenues previously discussed.Gross margin dollars for Protiviti represent revenues less costs of services, which consist primarily of professional staff payroll, payroll taxes, benefit costs, and reimbursable expenses. The primary drivers of Protivitia€™s gross margin are: i) the relative composition of and number of professional staff and their respective pay and bill rates; and ii) staff utilization, which is the relationship of time spent on client engagements in proportion to the total time available for the Companya€™s Protiviti staff. Gross margin dollars for Protiviti were \$126 million for both the three months ended September 30, 2024 and 2023. As a percentage of revenues, reported gross margin dollars for Protiviti were 24.6% in the third quarter of 2024, down from 26.2% in the third quarter of 2023. As a percentage of revenues, adjusted gross margin dollars for Protiviti were 25.8% in the third quarter of 2024, up from 25.6% in the third quarter of 2023. The Companya€™s gross margin by reporting segment is summarized as follows (in thousands):Three Months Ended September 30,RelationshipsAs ReportedAs AdjustedAs ReportedAs

Adjusted20242023202420232024202320242023Gross MarginContract talent solutions\$323,035A \$375,158A \$323,035A \$375,158A 38.9A %39.8A %38.9A %39.8A %Permanent placement talent solutions123,004A 139,681A 123,004A 139,681A 99.8A %99.8A %99.8A %99.8A %Protiviti125,617A 126,100A 131,707A 123,255A 24.6A %26.2A %25.8A %25.6A %Total\$571,656A \$640,939A \$5 following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the three months ended September 30, 2024 and 2023 (in thousands):Three Months Ended September 30, 2024Contract Talent SolutionsPermanent Placement Talent SolutionsProtivitiTotal\$% of Revenue\$% of Revenue\$% of Revenue\$% of RevenueGross MarginAs Reported\$323,035 38.9A %\$123,004A 99.8A %\$125,617A 24.6A %\$571,656A 39.0A %Adjustments (1)â€”A â€”A â€”A â€”A 6,090A 1.2A %6,090A 0.4A %As Adjusted\$323,035A 38.9A %\$123,004A 99.8A %\$131,707A 25.8A %\$577,746A 39.4A %Three Months Ended September 30, 2023Contract Talent SolutionsPermanent Placement Talent SolutionsProtivitiTotal\$% of Revenue\$% of Revenue\$% of Revenue\$% of RevenueGross MarginAs Reported\$375,158A 39.8A %\$139,681A 99.8A %\$126,100A 26.2A %\$640,939A 41.0A %Adjustments (1)â€”A â€”A â€”A â€”A (2,845)(0.6A %) (2,845)(0.2A %)As Adjusted\$375,158A 39.8A %\$139,681A 99.8A %\$123,255A 25.6A %\$638,094A 40.8A % (1)Changes in the Companyâ€™s deferred compensation obligations related to Protiviti operations are included in costs of services, while the related investment (income) loss is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment (income) loss from investments held in employee deferred compensation trusts to the same line item that includes the corresponding change in obligation. These adjustments have no impact on income before income taxes.23Selling, General and Administrative Expenses.Â A A A The Companyâ€™s selling, general and administrative expenses consist primarily of staff compensation, advertising, variable overhead, depreciation, and occupancy costs. The Companyâ€™s reported selling, general and administrative expenses were \$511 million for the three months ended September 30, 2024, increasing by 2.8% from \$497 million for the three months ended September 30, 2023. As a percentage of revenues, reported selling, general and administrative expenses were 34.9% in the third quarter of 2024, up from 31.8% in the third quarter of 2023. The Companyâ€™s adjusted selling, general and administrative expenses were \$488 million for the three months ended September 30, 2024, down 4.0% from \$508 million for the three months ended September 30, 2023. As a percentage of revenues, adjusted selling, general and administrative expenses were 33.3% in the third quarter of 2024, up from 32.5% in the third quarter of 2023. Contributing factors for each reportable segment are discussed below in further detail.Selling, general and administrative expenses for contract talent solutions, on an as reported basis, were \$318 million for the three months ended September 30, 2024, increasing by 3.7% from \$307 million for the three months ended September 30, 2023. As a percentage of revenues, reported selling, general and administrative expenses for contract talent solutions were 38.3% in the third quarter of 2024, up from 32.5% in the third quarter of 2023. As a percentage of revenues, adjusted selling, general and administrative expenses for contract talent solutions were 35.8% in the third quarter of 2024, up from 33.6% in the third quarter of 2023, due primarily to negative leverage as revenues decreased as a result of economic conditions during the quarter. Selling, general and administrative expenses for permanent placement talent solutions were \$113 million for the three months ended September 30, 2024, decreasing by 5.0% from \$119 million for the three months ended September 30, 2023. As a percentage of revenues, reported selling, general and administrative expenses for permanent placement talent solutions were 92.0% in the third quarter of 2024, up from 85.3% in the third quarter of 2023. As a percentage of revenues, adjusted selling, general and administrative expenses for permanent placement were 89.9% in the third quarter of 2024, up from 86.2% in the third quarter of 2023, due primarily to negative leverage as revenues decreased as a result of economic conditions during the quarter. Selling, general and administrative expenses for Protiviti were \$80 million for the three months ended September 30, 2024, increasing by 12.4% from \$71 million for the three months ended September 30, 2023. As a percentage of revenues, selling, general and administrative expenses for Protiviti services were 15.6% in the third quarter of 2024, up from 14.7% in the third quarter of 2023, due primarily to restructuring charges incurred during the third quarter of 2024.The Companyâ€™s selling, general and administrative expenses by reportable segment are summarized as follows (in thousands):Three Months Ended September 30,RelationshipsAs ReportedAs AdjustedAs ReportedAs AdjustedAdjusted202420232024202320242023Selling, General and A Administrative ExpensesContract talent solutions\$317,727A \$306,503A \$297,191A \$316,683A 38.3A %32.5A %35.8A %33.6A %Permanent placement talent solutions113,421A 119,376A 110,817A 120,626A 92.0A %85.3A %89.9A %86.2A %Protiviti79,638A 70,853A 79,638A 70,853A 15.6A %14.7A %15.6A %14.7A %Total\$510,786A \$496,732A \$487,646 \$496,732A 39.9A %33.3A %33.3A %33.3A %Three Months Ended September 30, 2023Contract Talent SolutionsPermanent Placement Talent SolutionsProtivitiTotal\$% of Revenue\$% of Revenue\$% of Revenue\$% of RevenueSelling, General and A Administrative ExpensesAs Reported\$306,503A 32.5A %\$119,376A 85.3A %\$70,853A 14.7A %\$496,732A 31.8A %Adjustments (1)10,180A 1.1A %1,250A 0.9A %â€”A â€”A 11,430A 0.7A %As Adjusted\$316,683A 33.6A %\$120,626A 86.2A %\$70,853A 14.7A %\$508,162A 32.5A % (1)Changes in the Companyâ€™s employee deferred compensation plan obligations related to talent solutions operations are included in selling, general and administrative expenses, while the related investment (income) loss is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment (income) loss from investments held in employee deferred compensation trusts to the same line item that includes the corresponding change in obligation. These adjustments have no impact on income before income taxes.(Income) Loss from Investments Held in Employee Deferred Compensation Trusts. Under the Companyâ€™s employee deferred compensation plans, employees direct the investment of their account balances, and the Company invests amounts held in the associated investment trusts consistent with these directions. As realized and unrealized investment gains and losses occur, the Companyâ€™s employee deferred compensation plan obligations change and adjustments are recorded in selling, general and administrative expenses, or in the case of Protiviti, costs of services. This incremental expense is completely offset by investment income related to the employee deferred compensation trust. The value of the related investment trust assets also changes by the equal and offsetting amount, leaving no net costs to the Company. The Companyâ€™s (income) loss from investments held in employee deferred compensation trusts consists primarily of unrealized and realized gains and losses, and dividend income from trust investments and is presented separately on the unaudited Condensed Consolidated Statements of Operations. The Companyâ€™s (income) loss from investments held in employee deferred compensation trusts was income of \$29 million and a loss of \$14 million for the three months ended September 30, 2024 and 2023, respectively. The income from trust investments during the third quarter of 2024 was due to positive market returns.Income Before Income Taxes and Segment Income. The Companyâ€™s total income before income taxes was \$95 million, or 6.5% of revenues, for the three months ended September 30, 2024, down from \$136 million, or 8.7% of revenues, for the three months ended September 30, 2023. Combined segment income was \$90 million, or 6.2% of revenues, for the three months ended September 30, 2024, down from \$130 million, or 8.3% of revenues, for the three months ended September 30, 2023. The Companyâ€™s non-GAAP combined segment income is summarized as follows (in thousands):A Three Months Ended September 30, 2024A % of Revenue2023A % of RevenueCombined Segment IncomeContract talent solutions\$25,844A 3.1A %\$58,475A 6.2A %Permanent placement talent solutions12,187A 9.9A %19,055A 13.6A %Protiviti52,069A 10.2A %52,402A 10.9A %Total\$90,100A 6.2A %\$129,932A 8.3A %The following table provides a reconciliation of the non-GAAP combined segment income to reported income before income taxes for the three months ended September 30, 2024 and 2023 (in thousands):A Three Months Ended September 30, 2024A % of Revenue2023A % of RevenueIncome before income taxes\$95,186A 6.5A %\$136,343A 8.7A %Interest income, net(5,391)(0.3A %) (7,131)(0.4A %)Amortization of intangible assets305A 0.0A %720A 0.0A %Combined segment income\$90,100 6.2A %\$129,932A 8.3A %Provision for income taxes. The provision for income taxes was 31.2% and 29.9% for the three months ended September 30, 2024 and 2023, respectively. The higher tax rate for 2024 can primarily be attributed to the impact of nondeductible expenses.In 2021, the Organization for Economic Co-operation and Development established an inclusive framework on base erosion and profit shifting and agreed on a two-pillar solution (â€œPillar Twoâ€) to global taxation, focusing on global profit allocation and a 15% global minimum effective tax rate. The Company continues to monitor developments and evaluate any potential tax impacts from Pillar Two. There were no material impacts for the three months ended September 30, 2024, nor are any expected throughout the remainder of 2024.Nine Months Ended September 30, 2024 and 2023 Service Revenues. The Companyâ€™s revenues were \$4.41 billion for the nine months ended September 30, 2024, a decrease of 10.3% compared to \$4.92 billion for the nine months ended September 30, 2023. Revenues from U.S. operations decreased 10.0% to \$3.44 billion (77.9% of total revenue) for the nine months ended September 30, 2024, compared to \$3.82 billion (77.7% of total revenue) for the nine months ended September 30, 2023. Revenues from international operations decreased 11.1% to \$976A million (22.1% of total revenue) for the nine months ended September 30, 2024, compared to \$1.10A billion (22.3% of total revenue) for the nine months ended September 30, 2023. Contributing factors for each reportable segment are discussed below in further detail.Contract talent solutions revenues were \$2.57 billion for the nine months ended September 30, 2024, decreasing by 14.5% compared to revenues of \$3.01 billion for the nine months ended September 30, 2023. Key drivers of contract talent solutions revenues include average hourly bill rates and the number of hours worked by the Companyâ€™s engagement professionals on client engagements. The decrease in contract talent solutions revenues for the nine months ended September 30, 2024, was primarily due to a 15.3% decrease in the number of hours worked by the Companyâ€™s engagement professionals, partially offset by a 1.6% increase in average bill rates. On an as adjusted basis, contract talent solutions revenues in the first three quarters of 2024 decreased 14.7% compared to the first three quarters of 2023. In the U.S., revenues in the first three quarters of 2024 decreased 15.9% on an as reported basis, and decreased 16.2% on an as adjusted basis, compared to the first three quarters of 2023. International revenues for the first three quarters of 2024 decreased 9.6% on an as reported basis, and decreased 9.5% on an as adjusted basis, compared to the first three quarters of 2023.Permanent placement talent solutions revenues were \$379A million for the nine months ended September 30, 2024, decreasing by 15.0% compared to revenues of \$466A million for the nine months ended September 30, 2023. Key drivers of permanent placement talent solutions revenues consist of the number of candidate placements and average fees earned per placement. The decrease in permanent placement staffing revenues for the nine months ended September 30, 2024, was due to an 18.0% decrease in the number of placements, partially offset by a 3.0% increase in average fees earned per placement. On an as adjusted basis, permanent placement talent solutions revenues decreased 15.1% for the first three quarters of 2024, compared to the first three quarters of 2023. In the U.S., revenues for the first three quarters of 2024 decreased 13.5% on an as reported basis, and decreased 13.8% on an as adjusted basis, compared to the first three quarters of 2023. International revenues for the first three quarters of 2024 decreased 18.6% on an as reported basis, and decreased 18.4% on an as adjusted basis, compared to the first three quarters of 2023. Historically, demand for permanent placement talent solutions is even more sensitive to economic and labor market conditions than demand for contract talent solutions and this is expected to continue.Protiviti revenues were \$1.46 billion for the nine months ended September 30, 2024, decreasing by 0.3% compared to revenues of \$1.47 billion for the nine months ended September 30, 2023. Key drivers of Protiviti revenues are the billable hours worked by consultants on client engagements and average hourly bill rates. The decrease in Protiviti revenues for the nine months ended September 30, 2024, was due to a 3.0% decrease in billable hours, partially offset by a 2.7% increase in average hourly bill rates. On an as adjusted basis, Protiviti revenues decreased 0.6% for the first three quarters of 2024, compared to the first three quarters of 2023. In the U.S., revenues in the first three quarters of 2024 increased 2.5% on an as reported basis, and increased 2.1% on an as adjusted basis, compared to the first three quarters of 2023. International revenues in the first three quarters of 2024 decreased 11.2% on an as reported basis, and decreased 11.5% on an as adjusted basis, compared to the first three quarters of 2023.26A reconciliation of the non-GAAP year-over-year revenue growth rates to the as reported year-over-year revenue growth rates for the nine months ended September 30, 2024, is presented in the following table:GlobalUnited StatesInternationalContract talent solutionsAs Reported-14.5A %-15.9A %-9.6A %Billing Days Impact-0.3A %-0.3A %-0.4A %Currency Impact0.1A %â€”A 0.5A %As Adjusted-14.7A %-16.2A %-9.5A %Permanent placement talent solutionsAs Reported-15.0A %-13.5A %-18.6A %Billing Days Impact-0.3A %-0.4A %-0.4A %Currency Impact0.2A %â€”A 0.6A %As Adjusted-15.1A %-13.8A %-18.4A %ProtivitiAs Reported-0.3A %2.5A %-11.2A %Billing Days Impact-0.3A %-0.4A %Currency Impact0.0A %â€”A 0.1A %As Adjusted-0.6A %2.1A %-11.5A %Gross Margin.A A A The Companyâ€™s gross margin dollars were \$1.71 billion for the nine months ended September 30, 2024, down 14.0% from \$1.99 billion for the nine months ended September 30, 2023. Contributing factors for each reportable segment are discussed below in further detail.Gross margin dollars for contract talent solutions represent revenues less costs of services, which consist of payroll, payroll taxes and benefit costs for engagement professionals, and reimbursable expenses. The key drivers of gross margin are: i) pay-bill spreads, which represent the differential between wages paid to engagement professionals and amounts billed to clients; ii) fringe costs, which are primarily composed of payroll taxes and benefit costs; and iii) conversion revenues, which are earned when a contract position converts to a permanent position with the Companyâ€™s client. Gross margin dollars for contract talent solutions were \$1.01 billion for the nine months ended September 30, 2024, down 15.7% from \$1.20 billion for the nine months ended September 30, 2023. As a percentage of revenues, gross margin dollars for contract talent solutions were 39.3% in the first three quarters of 2024, down from 39.8% in the first three quarters of 2023. The decrease in gross margin percentage was primarily due to higher fringe costs and lower pay-bill spreads.Gross margin dollars for permanent placement talent solutions represent revenues less reimbursable expenses. Gross margin dollars for permanent placement talent solutions were \$378 million for the nine months ended September 30, 2024, down 15.0% from \$445 million for the nine months ended September 30, 2023. Because reimbursable expenses for permanent placement talent solutions are de minimis, the decrease in gross margin dollars is substantially explained by the decrease in revenues previously discussed.Gross margin dollars for Protiviti represent revenues less costs of services, which consist primarily of professional staff payroll, payroll taxes, benefit costs, and reimbursable expenses. The primary drivers of Protivitiâ€™s gross margin are: i) the relative composition of and number of professional staff and their respective pay and bill rates; and ii) staff utilization, which is the relationship of time spent on client engagements in proportion to the total time available for the Companyâ€™s Protiviti staff. Gross margin dollars for Protiviti were \$323 million for the nine months ended September 30, 2024, down 7.3% from \$348 million for the nine months ended September 30, 2023. As a percentage of revenues, reported gross margin dollars for Protiviti were 22.1% in the first three quarters of 2024, down from 23.8% in the first three quarters of 2023. As a percentage of revenues, adjusted gross margin dollars for Protiviti were 23.3% in the first three quarters of 2024, down from 24.3% in the first three quarters of 2023. The year-over-year decrease in adjusted gross margin percentage was primarily due to the relative composition of and number of professional staff and their respective pay and bill rates27The Companyâ€™s gross margin by reportable segment are summarized as follows: (in thousands):Nine Months Ended September 30,RelationshipsAs ReportedAs AdjustedAs ReportedAs AdjustedAdjusted202420232024202320242023Gross MarginContract talent solutions\$1,009,766A \$1,197,419A \$1,009,766A \$1,197,419A 39.3A %39.8A %39.3A %39.8A %Permanent placement talent solutions378,353A 445,051A 378,353A 445,051A 99.8A %99.8A %99.8A %99.8A %Protiviti323,013A 348,370A 340,690A 355,621A 22.1A %23.8A %23.3A %24.3A %Total\$1,711,132A \$1,990,840A following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the nine months ended September 30, 2024 and 2023 (in thousands):Nine Months Ended September 30, 2024Contract Talent SolutionsPermanent Placement Talent SolutionsProtivitiTotal\$% of Revenue\$% of Revenue\$% of Revenue\$% of RevenueGross MarginAs Reported\$1,009,766A 39.3A %\$378,353A 99.8A %\$323,013A 22.1A %\$1,711,132A 38.8A %Adjustments (1)â€”A â€”A â€”A â€”A 17,677A 1.2A %17,677A 0.4A %As Adjusted\$1,009,766A 39.3A %\$378,353A 99.8A %\$340,690A 23.3A %\$1,728,809A 39.2A %Nine Months Ended September 30, 2023Contract Talent SolutionsPermanent Placement Talent SolutionsProtivitiTotal\$% of Revenue\$% of Revenue\$% of Revenue\$% of RevenueGross MarginAs Reported\$1,197,419A 39.8A %\$445,051A 99.8A %\$348,370A 23.8A %\$1,990,840A 40.5A %Adjustments (1)â€”A â€”A â€”A â€”A 7,251A 0.5A %7,251A 0.1A %As Adjusted\$1,197,419A 39.8A %\$445,051A 99.8A %\$355,621A 24.3A %\$1,998,091A 40.6A % (1)Changes in the Companyâ€™s deferred compensation obligations related to Protiviti operations are included in costs of services, while the related investment income is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment income from investments held in employee deferred compensation trusts to the same line item that includes the corresponding change in obligation. These adjustments have no impact on income

before income taxes. Selling, General and Administrative Expenses. The Company's selling, general and administrative expenses consist primarily of staff compensation, advertising, variable overhead, depreciation, and occupancy costs. The Company's reported selling, general and administrative expenses were \$1.53 billion for the nine months ended September 30, 2024, down 3.6% from \$1.59 billion for the nine months ended September 30, 2023. As a percentage of revenues, reported selling, general and administrative expenses were 34.7% in the first three quarters of 2024, up from 32.3% in the first three quarters of 2023. The Company's adjusted selling, general and administrative expenses were \$1.46 billion for the nine months ended September 30, 2024, down 6.1% from \$1.56 billion for the nine months ended September 30, 2023. As a percentage of revenues, adjusted selling, general and administrative expenses were 33.1% in the first three quarters of 2024, up from 31.6% in the first three quarters of 2023. Contributing factors for each reportable segment are discussed below in further detail. Selling, general and administrative expenses for contract talent solutions, on an as-reported basis, were \$958 million for the nine months ended September 30, 2024, decreasing by 2.8% from \$986 million for the nine months ended September 30, 2023. As a percentage of revenues, reported selling, general and administrative expenses for contract talent solutions were 37.2% in the first three quarters of 2024, up from 32.8% in the first three quarters of 2023. Selling, general and administrative expenses for contract talent solutions, on an adjusted basis, were \$896 million for the nine months ended September 30, 2024, down 6.3% from \$955 million for the nine months ended September 30, 2023. As a percentage of revenues, adjusted selling, general and administrative expenses for contract talent solutions were 34.8% in the first three quarters of 2024, up from 31.8% in the first three quarters of 2023, due primarily to negative leverage as revenues decreased as a result of economic conditions. Selling, general and administrative expenses for permanent placement talent solutions were \$346 million for the nine months ended September 30, 2024, decreasing by 9.8% from \$384 million for the nine months ended September 30, 2023. As a percentage of revenues, reported selling, general and administrative expenses for permanent placement talent solutions were 91.3% in the first three quarters of 2024, up from 86.1% in the first three quarters of 2023. As a percentage of revenues, adjusted selling, general and administrative expenses for permanent placement talent solutions were 89.2% in the first three quarters of 2024, up from 85.3% in the first three quarters of 2023, due primarily to negative leverage as revenues decreased as a result of economic conditions. Selling, general and administrative expenses for Protiviti were \$229 million for the nine months ended September 30, 2024, increasing by 3.6% from \$221 million for the nine months ended September 30, 2023. As a percentage of revenues, selling, general and administrative expenses for Protiviti were 15.6% in the first three quarters of 2024, up from 15.1% in the first three quarters of 2023. The Company's selling, general and administrative expenses by reportable segment are summarized as follows (in thousands):

Segment	2024 Q3	2023 Q3	% of Revenue
Selling, General and Administrative Expenses	\$958,201A	\$985,967A	34.7%
Contract Talent Solutions	\$958,201A	\$985,967A	34.7%
Permanent Placement Talent Solutions	\$346,282A	\$384,066A	24.2%
Protiviti	\$229,201A	\$221,700A	15.6%

following tables provide reconciliations of the non-GAAP selling, general and administrative expenses to reported selling, general and administrative expenses for the nine months ended September 30, 2024 and 2023 (in thousands):

Item	2024 Q3	2023 Q3
Contract Talent Solutions	\$958,201A	\$985,967A
Permanent Placement Talent Solutions	\$346,282A	\$384,066A
Protiviti	\$229,201A	\$221,700A
Total	\$1,533,213A	\$1,590,865A

Revenue

Item	2024 Q3	2023 Q3
Revenue	\$1,533,213A	\$1,590,865A
Adjustments	\$(62,543)	\$(119,214)
Total	\$1,470,670A	\$1,471,651A

Adjusted Revenue

Item	2024 Q3	2023 Q3
Adjusted Revenue	\$1,470,670A	\$1,471,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,469,670A	\$1,470,651A

As Adjusted

Item	2024 Q3	2023 Q3
As Adjusted	\$1,469,670A	\$1,470,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,468,670A	\$1,469,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,468,670A	\$1,469,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,467,670A	\$1,468,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,467,670A	\$1,468,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,466,670A	\$1,467,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,466,670A	\$1,467,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,465,670A	\$1,466,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,465,670A	\$1,466,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,464,670A	\$1,465,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,464,670A	\$1,465,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,463,670A	\$1,464,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,463,670A	\$1,464,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,462,670A	\$1,463,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,462,670A	\$1,463,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,461,670A	\$1,462,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,461,670A	\$1,462,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,460,670A	\$1,461,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,460,670A	\$1,461,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,459,670A	\$1,460,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,459,670A	\$1,460,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,458,670A	\$1,459,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,458,670A	\$1,459,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,457,670A	\$1,458,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,457,670A	\$1,458,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,456,670A	\$1,457,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,456,670A	\$1,457,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,455,670A	\$1,456,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,455,670A	\$1,456,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,454,670A	\$1,455,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,454,670A	\$1,455,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,453,670A	\$1,454,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,453,670A	\$1,454,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,452,670A	\$1,453,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,452,670A	\$1,453,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,451,670A	\$1,452,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,451,670A	\$1,452,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,450,670A	\$1,451,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,450,670A	\$1,451,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,449,670A	\$1,450,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,449,670A	\$1,450,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,448,670A	\$1,449,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,448,670A	\$1,449,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,447,670A	\$1,448,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,447,670A	\$1,448,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,446,670A	\$1,447,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,446,670A	\$1,447,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,445,670A	\$1,446,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,445,670A	\$1,446,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,444,670A	\$1,445,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,444,670A	\$1,445,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,443,670A	\$1,444,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,443,670A	\$1,444,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,442,670A	\$1,443,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,442,670A	\$1,443,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,441,670A	\$1,442,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,441,670A	\$1,442,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,440,670A	\$1,441,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,440,670A	\$1,441,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,439,670A	\$1,440,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,439,670A	\$1,440,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,438,670A	\$1,439,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,438,670A	\$1,439,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,437,670A	\$1,438,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,437,670A	\$1,438,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,436,670A	\$1,437,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,436,670A	\$1,437,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,435,670A	\$1,436,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,435,670A	\$1,436,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,434,670A	\$1,435,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,434,670A	\$1,435,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,433,670A	\$1,434,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,433,670A	\$1,434,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,432,670A	\$1,433,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,432,670A	\$1,433,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,431,670A	\$1,432,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,431,670A	\$1,432,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,430,670A	\$1,431,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,430,670A	\$1,431,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,429,670A	\$1,430,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,429,670A	\$1,430,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,428,670A	\$1,429,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,428,670A	\$1,429,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,427,670A	\$1,428,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,427,670A	\$1,428,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,426,670A	\$1,427,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,426,670A	\$1,427,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,425,670A	\$1,426,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,425,670A	\$1,426,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,424,670A	\$1,425,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,424,670A	\$1,425,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,423,670A	\$1,424,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,423,670A	\$1,424,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,422,670A	\$1,423,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,422,670A	\$1,423,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,421,670A	\$1,422,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,421,670A	\$1,422,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,420,670A	\$1,421,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,420,670A	\$1,421,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,419,670A	\$1,420,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,419,670A	\$1,420,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,418,670A	\$1,419,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,418,670A	\$1,419,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,417,670A	\$1,418,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,417,670A	\$1,418,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,416,670A	\$1,417,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,416,670A	\$1,417,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,415,670A	\$1,416,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,415,670A	\$1,416,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,414,670A	\$1,415,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,414,670A	\$1,415,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,413,670A	\$1,414,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,413,670A	\$1,414,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,412,670A	\$1,413,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,412,670A	\$1,413,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,411,670A	\$1,412,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,411,670A	\$1,412,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,410,670A	\$1,411,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,410,670A	\$1,411,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,409,670A	\$1,410,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,409,670A	\$1,410,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,408,670A	\$1,409,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,408,670A	\$1,409,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,407,670A	\$1,408,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,407,670A	\$1,408,651A
Adjustments	\$(1,000)	\$(1,000)
Total	\$1,406,670A	\$1,407,651A

As Reported

Item	2024 Q3	2023 Q3
As Reported	\$1,406,670A	\$1,407,651A
Adjustments	\$(1,000)	\$(1,000)

have not been any material changes with regard to the risk factors previously disclosed in the Company's annual report on Form 10-K for the fiscal year ended December 31, 2023. ITEM 4. Unregistered Sales of Equity Securities and Use of Proceeds Issuer Purchases of Equity Securities Total Number of Shares Purchased Average Price Paid per Share Total Number of Shares Purchased as Part of Publicly Announced Plans Maximum Number of Shares that May Yet Be Purchased Under Publicly Announced Plans (c) July 1, 2024 to July 31, 2024 25,982A \$61.63A 25,982A 9,099,724A August 1, 2024 to August 31, 2024 274,000A (a) \$62.25A 773,844A 8,325,880A September 1, 2024 to September 30, 2024 241,012A (b) \$61.78A (e) \$ 8,325,880A Total July 1, 2024 to September 30, 2024 800,994A 799,826A (a) Includes 156 shares repurchased in connection with employee stock plans, whereby Company shares were tendered by employees for the payment of applicable withholding taxes. (b) Represents shares repurchased in connection with employee stock plans, whereby Company shares were tendered by employees for the payment of applicable withholding taxes. (c) Commencing in October 1997, the Company's Board of Directors has, at various times, authorized the repurchase, from time to time, of the Company's common stock on the open market or in privately negotiated transactions depending on market conditions. Since plan inception, a total of 138,000,000 shares have been authorized for repurchase, of which 129,674,120 shares have been repurchased as of September 30, 2024. ITEM 5. Defaults Upon Senior Securities None. ITEM 6. Mine Safety Disclosure Not applicable. ITEM 7. Other Information None. 34 ITEM 6. Exhibits A to A 3.1 Restated Certificate of Incorporation of Robert Half Inc., incorporated by reference to Exhibit 3.1 to Registrant's Current Report on Form 8-K dated July 17, 2023. A to A 3.2 Amended and Restated By-Laws of Robert Half Inc., incorporated by reference to Exhibit 3.2 to Registrant's Current Report on Form 10-Q dated May 2, 2024. A to A 3.1 Rule 13a-14(a) Certification of Chief Executive Officer. A to A 3.1.2 Rule 13a-14(a) Certification of Chief Financial Officer. A to A 3.2 Section 1350 Certification of Chief Executive Officer. A to A 3.2 Section 1350 Certification of Chief Financial Officer. 101.1 Part A, Item 1 of this Form 10-Q formatted in Inline XBRL. 104 Cover page of this Form 10-Q formatted in Inline XBRL and contained in Exhibit 101.35 SIGNATURES Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized. ROBERT HALF INC. (Registrant) /s/ Michael C. Buckley Michael C. Buckley Executive Vice President and Chief Financial Officer (Principal Financial Officer) and duly authorized signatory Date: October 30, 2024 36 EX-31.1 2 rhi-20240930\_311.htm EX-31.1 Document EXHIBIT 31.1 Certification Pursuant to Rule 13a-14 under the Securities Exchange Act of 1934, I, Michael C. Buckley, certify that: 1. I have reviewed this report on Form 10-Q of Robert Half Inc.; 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report; 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report; 4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have: (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared; (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures as of the end of the period covered by this report based on such evaluation; and (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and 5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions): (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting. Date: October 30, 2024 /s/ M. Keith Waddell M. Keith Waddell President & CEO EX-31.2 rhi-20240930\_312.htm EX-31.2 Document EXHIBIT 31.2 Certification Pursuant to Rule 13a-14 under the Securities Exchange Act of 1934, I, Michael C. Buckley, certify that: 1. I have reviewed this report on Form 10-Q of Robert Half Inc.; 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report; 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report; 4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have: (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared; (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures as of the end of the period covered by this report based on such evaluation; and (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and 5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions): (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting. Date: October 30, 2024 /s/ Michael C. Buckley Michael C. Buckley Executive Vice President and Chief Financial Officer EX-31.1 rhi-20240930\_311.htm EX-31.1 Document EXHIBIT 31.1 CERTIFICATION PURSUANT TO 18 U.S.C. 1350, AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002 In connection with the Quarterly Report on Form 10-Q for the fiscal quarter ended September 30, 2024 of Robert Half Inc. (the "Form 10-Q"), I, M. Keith Waddell, Chief Executive Officer of Robert Half Inc., certify, pursuant to 18 U.S.C. 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that: 1. The Form 10-Q fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and 2. The information contained in the Form 10-Q fairly presents, in all material respects, the financial condition and results of operations of Robert Half Inc. A signed original of this written statement required by Section 906, or other document authenticating, acknowledging, or otherwise adopting the signature that appears in typed form within the electronic version of this written statement required by Section 906, has been provided to Robert Half Inc. and will be retained by Robert Half Inc. and furnished to the Securities and Exchange Commission or its staff upon request. October 30, 2024 /s/ M. Keith Waddell M. Keith Waddell Chief Executive Officer Robert Half Inc. EX-32.2 rhi-20240930\_322.htm EX-32.2 Document EXHIBIT 32.2 CERTIFICATION PURSUANT TO 18 U.S.C. 1350, AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002 In connection with the Quarterly Report on Form 10-Q for the fiscal quarter ended September 30, 2024 of Robert Half Inc. (the "Form 10-Q"), I, Michael C. Buckley, Chief Financial Officer of Robert Half Inc., certify, pursuant to 18 U.S.C. 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that: 1. The Form 10-Q fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and 2. The information contained in the Form 10-Q fairly presents, in all material respects, the financial condition and results of operations of Robert Half Inc. A signed original of this written statement required by Section 906, or other document authenticating, acknowledging, or otherwise adopting the signature that appears in typed form within the electronic version of this written statement required by Section 906, has been provided to Robert Half Inc. and will be retained by Robert Half Inc. and furnished to the Securities and Exchange Commission or its staff upon request. October 30, 2024 /s/ Michael C. Buckley Michael C. Buckley Chief Financial Officer Robert Half Inc. 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Note A) (Income) loss from investments held in employee deferred compensation trusts (which is completely offset by related costs and expenses) Deferred Compensation Plan, Investment Income Deferred Compensation Plan, Investment Income Mutual funds - blend Mutual Fund, Blend [Member] Mutual Fund, Blend Lessee, Operating Lease, Liability, Payment, Due [Abstract] Lessee, Operating Lease, Liability, to be Paid, Fiscal Year Maturity [Abstract] Minimum Minimum [Member] Adjustments to reconcile net income to net cash provided by operating activities: Adjustments to Reconcile Net Income (Loss) to Cash Provided by (Used in) Operating Activities [Abstract] Statistical Measurement [Domain] Statistical Measurement [Domain] Revenue recognized Contract with Customer, Liability, Revenue Recognized, Excluding Opening Balance Contract with Customer, Liability, Revenue Recognized, Excluding Opening Balance Capitalized cloud computing implementation costs Increase (Decrease) in Prepaid Expense Schedule of Supplemental Cash Flow Information Lease, Cost [Table Text Block] Finance and accounting Finance and Accounting [Member] Finance and Accounting Property, Plant and Equipment [Table] Property, Plant and Equipment [Table] Cover

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Cover [Abstract] Change in cash and cash equivalents Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Period Increase (Decrease), Including Exchange Rate Effect Right-of-use assets Operating Lease, Right-of-Use Asset Schedule of Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits, by Title of Individual and by Type of Deferred Compensation [Table] Deferred Compensation Arrangement with Individual, Excluding Share-Based Payment and Postretirement Benefit [Table] Non-cash items: Cash Paid During Period For [Abstract] Cash Paid During Period For [Abstract] Schedule of Future Minimum Lease Payments Lessee, Operating Lease, Liability, to be Paid, Maturity [Table Text Block] Allowance for credit losses Accounts Receivable, Credit Loss Expense (Reversal) Employee deferred compensation plan obligations Employee deferred compensation plan obligations Deferred Compensation Liability, Current Short-term Debt, Type [Axis] Short-Term Debt, Type [Axis] Segments [Axis] Segments [Axis] Trading Symbol Trading Symbol Segment Reporting Information [Line Items] Segment Reporting Information [Line Items] Schedule of Other Current Assets Schedule of Other Current Assets [Table Text Block] Property, Plant and Equipment [Abstract] Property, Plant and Equipment [Abstract] Fund exchanges within employee deferred compensation trusts Deferred Compensation Plan, Fund Exchanges Within Plan Deferred Compensation Plan, Fund Exchanges Within Plan Schedule of Calculation of Net Income Per Share Schedule of Earnings Per Share, Basic and Diluted [Table Text Block] Net Income Per Share Earnings Per Share [Text Block] Dividends declared per share (in usd per share) Quarterly dividend per share (in usd per share) Common Stock, Dividends, Per Share, Declared Subsequent Event Subsequent Event [Member] Dividends declared Dividends, Cash STOCKHOLDERSâ€™™ EQUITY Equity, Attributable to Parent [Abstract] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis] Segments [Domain] Segments [Domain] Option to extend lease term Lessor, Operating Lease, Renewal Term Accounts receivable Increase (Decrease) in Accounts Receivable Payments in advance of satisfaction of performance obligations Contract with Customer, Liability, Change in Timeframe, Performance Obligation Satisfied, Revenue Recognized Guarantee period Staffing Placement, Guarantee Period Staffing Placement, Guarantee Period Net issuances of restricted stock (in shares) Stock Issued During Period, Shares, Restricted Stock Award, Net of Forfeitures Other assets and liabilities, net Increase (Decrease) in Other Operating Assets and Liabilities, Net Goodwill [Line Items] Goodwill [Line Items] Administrative and customer support Administrative and Customer Support [Member] Administrative and Customer Support Leases Lessee, Operating Leases [Text Block] Common stock, outstanding (in shares) Common Stock, Shares, Outstanding Net income per share: Earnings Per Share, Basic, Two Class Method [Abstract] Lease, Cost [Abstract] Lease, Cost [Abstract] Increase (decrease) in employee deferred compensation costs and expense related to changes in the fair value of trust assets Deferred Compensation Arrangement with Individual, Compensation Expense Unamortized cloud computing implementation costs Capitalized Computer Software, Gross, Current Capitalized Computer Software, Gross, Current Statement of Stockholders' Equity [Abstract] Statement of Stockholders' Equity [Abstract] Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] Deferred Compensation Arrangement with Individual, Excluding Share-Based Payments and Postretirement Benefits [Line Items] Noncurrent operating lease liabilities Operating Lease, Liability, Noncurrent Property, Plant and Equipment, Type [Axis] Long-Lived Tangible Asset [Axis] Revenue from Contract with Customer [Abstract] Revenue from Contract with Customer [Abstract] Remaining lease terms Lessee, Operating Lease, Remaining Lease Term Schedule of Number and Cost of Employee Stock Plan Repurchases Employee Stock Ownership Plan (ESOP) Disclosures [Table Text Block] Dilutive effect of potential common shares (in shares) Weighted Average Number of Shares Outstanding, Diluted, Adjustment Dividend income Deferred Compensation Plan, Dividend Income Deferred Compensation Plan, Dividend Income Other noncurrent assets Other noncurrent assets Other Assets, Noncurrent Entity Tax Identification Number Entity Tax Identification Number Leases [Abstract] Leases [Abstract] Money market funds Money market funds [Member] Net cash flows provided by operating activities Net Cash Provided by (Used in) Operating Activities CASH FLOWS FROM OPERATING ACTIVITIES: Net Cash Provided by (Used in) Operating Activities [Abstract] Elimination of intersegment revenues Intersegment Eliminations Intersegment Eliminations [Member] Permanent placement talent solutions Permanent placement talent solutions Permanent placement talent solutions Permanent Placement Talent Solutions [Member] Permanent Placement Talent Solutions Cash equivalents Cash and Cash Equivalents, Fair Value Disclosure Accounts payable and accrued expenses Accounts Payable and Accrued Liabilities, Current Treasury Stock Treasury Stock Policy [Policy Text Block] Treasury Stock Policy [Policy Text Block] Prepaid expenses Prepaid Expense, Current Proceeds from employee deferred compensation trust redemptions Proceeds From Employee Deferred Compensation Trust Redemptions Proceeds From Employee Deferred Compensation Trust Redemptions Equity Components [Axis] Equity Components [Axis] Other current assets Other current assets Other Assets, Current Local Phone Number Local Phone Number Maximum number of shares authorized to be repurchased (in shares) Share Repurchase Program, Authorized, Number of Shares Accrued Payroll and Benefit Costs Employee Related Liabilities Current Disclosure [Text Block] The total of the carrying values as of the balance sheet date of obligations incurred through that date and payable for obligations related to services received from employees, such as accrued salaries and bonuses, payroll taxes and fringe benefits. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). Other Other Assets, Miscellaneous, Current Technology Technology [Member] Technology Measurement Frequency [Axis] Measurement Frequency [Axis] Other Noncurrent Assets Other Assets Disclosure [Text Block] Entity Common Stock, Shares Outstanding Entity Common Stock, Shares Outstanding Other Current Assets Other Current Assets [Text Block] Use of Estimates Use of Estimates, Policy [Policy Text Block] Investments [Domain] Investments [Domain] Changes in operating assets and liabilities, net of effects of acquisitions: Increase (Decrease) in Operating Capital [Abstract] Payables and Accruals [Abstract] Payables and Accruals [Abstract] Diluted: Earnings Per Share, Diluted [Abstract] Entity Small Business Entity Small Business Property, Plant and Equipment, Type [Domain] Long-Lived Tangible Asset [Domain] Schedule of Accrued Payroll and Benefit Costs Schedule of Accrued Liabilities [Table Text Block] Option to terminate lease term Lessee, Operating Lease, Termination Period Lessee, Operating Lease, Termination Period Significant Unobservable Inputs (Level 3) Fair Value, Inputs, Level 3 [Member] Commitments and Contingencies Commitments and Contingencies Disclosure [Text Block] Cash Flow, Operating Activities, Lessee [Abstract] Cash Flow, Operating Activities, Lessee [Abstract] Contract Liabilities Increase (Decrease) in Contract with Customer, Liability [Roll Forward] Increase (Decrease) in Contract with Customer, Liability Schedule of Noncurrent Assets Schedule of Other Assets, Noncurrent [Table Text Block] Common Stock Common Stock [Member] Schedule of Accounts Receivable, Allowance for Credit Loss Accounts Receivable, Allowance for Credit Loss [Table Text Block] Lessee, Lease, Description [Line Items] Lessee, Lease, Description [Line Items] Operating Leases, Weighted Average Discount Rate, Percent Operating Leases, Weighted Average Discount Rate, Percent [Abstract] Operating Leases, Weighted Average Discount Rate, Percent [Abstract] Operating lease expense Operating Lease, Expense Preferred stock, authorized (in shares) Preferred Stock, Shares Authorized Line of Credit Line of Credit [Member] Entity Emerging Growth Company Entity Emerging Growth Company Repurchases related to employee stock plans Stock Repurchased Under Employee Stock Plan During Period Value Value of shares repurchased in connection with employee stock plans, whereby Company shares were tendered by employees for the payment of applicable withholding taxes and/or exercise price. Credit Facility [Domain] Credit Facility [Domain] Cash and cash equivalents at beginning of period Cash and cash equivalents at end of period Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents Segment Reporting [Abstract] Segment Reporting [Abstract] Entity Central Index Key Entity Central Index Key Plaintiff seeks judgment in excess Loss Contingency, Damages Sought, Value Lessee, Lease, Description [Table] Lessee, Lease, Description [Table] Goodwill Goodwill, beginning balance Goodwill, ending balance Goodwill Computer hardware Computer Hardware [Member] Computer Hardware [Member] Consolidation Items [Axis] Consolidation Items [Axis] Beginning balance Ending balance Accounts Receivable, Allowance for Credit Loss Stockholders' Equity Equity [Text Block] Accounts payable and accrued expenses Increase (Decrease) in Accounts Payable and Accrued Liabilities Equity Component [Domain] Equity Component [Domain] Preferred stock, par value (in usd per share) Preferred Stock, Par or Stated Value Per Share Business Segments Segment Reporting Disclosure [Text Block] Operating leases, not yet commenced, term Lessee, Operating Lease, Lease Not yet Commenced, Term of Contract Product and Service [Domain] Product and Service [Domain] Goodwill Goodwill [Roll Forward] Depreciation Depreciation 2025 Lessee, Operating Lease, Liability, to be Paid, Year One New Accounting Pronouncements Accounting Standards Update and Change in Accounting Principle [Text Block] Stock-based compensation APIC, Share-Based Payment Arrangement, Increase for Cost Recognition Entity Shell Company Entity Shell Company Total comprehensive income (loss) Comprehensive Income (Loss), Net of Tax, Attributable to Parent Entity Incorporation, State or Country Code Entity Incorporation, State or Country Code Comprehensive Income (Loss) Comprehensive Income, Policy [Policy Text Block] Income taxes payable Accrued Income Taxes, Current Security Exchange Name Security Exchange Name Statement [Table] Statement [Table] Basic: Earnings Per Share, Basic [Abstract] Foreign currency translation adjustments Goodwill, Foreign Currency Translation Gain (Loss) Measurement Frequency [Domain] Measurement Frequency [Domain] Summary of Significant Accounting Policies Significant Accounting Policies [Text Block] Payroll taxes Accrued Payroll Taxes, Current Consolidation Items [Domain] Consolidation Items [Domain] City Area Code City Area Code Other, including translation adjustments Contract with Customer, Liability, Other, Including Translation Adjustments Contract with Customer, Liability, Other, Including Translation Adjustments Property and equipment, net Property and equipment, net Property, Plant and Equipment, Net Total liabilities Liabilities Interest income, net Interest income, net Interest Income (Expense), Operating and Nonoperating Borrowings under credit agreement Short-Term Debt Protiviti Protiviti [Member] Protiviti Quoted Prices in Active Markets for Identical Assets (Level 1) Fair Value, Inputs, Level 1 [Member] COMPREHENSIVE INCOME (LOSS): Comprehensive Income (Loss), Net of Tax, Attributable to Parent [Abstract] Common stock, par value (in usd per share) Common Stock, Par or Stated Value Per Share Total current assets Assets, Current Statement of Cash Flows [Abstract] Statement of Cash Flows [Abstract] Revolving Credit Facility Revolving Credit Facility [Member] CASH FLOWS FROM INVESTING ACTIVITIES: Net Cash Provided by (Used in) Investing Activities [Abstract] Other Assets [Abstract] Goodwill and Intangible Assets Disclosure [Abstract] Goodwill and Intangible Assets Disclosure [Abstract] Repurchases of common stock Payments for Repurchase of Common Stock Current operating lease liabilities Current operating lease liabilities Operating Lease, Liability, Current Common stock, issued (in shares) Balance at beginning of period (in shares) Balance at ending of period (in shares) Common Stock, Shares, Issued Income taxes payable Increase (Decrease) in Income Taxes Payable Schedule of Segment Reporting Information, by Segment [Table] Schedule of Segment Reporting Information, by Segment [Table] Unsecured revolving credit facility Line of Credit Facility, Maximum Borrowing Capacity Operating leases, not yet commenced, amount Unrecorded Unconditional Purchase Obligation Subsequent Event Type [Axis] Subsequent Event Type [Axis] Repurchases of common stock Stock Repurchased and Retired During Period, Value 2028 Lessee, Operating Lease, Liability, to be Paid, Year Four Net income per share: Earnings Per Share [Abstract] Earnings Per Share [Abstract] Equity [Abstract] Equity [Abstract] Schedule of Number and Cost of Common Stock Shares Repurchased Class of Treasury Stock [Table Text Block] Retained earnings Retained Earnings (Accumulated Deficit) Accumulated depreciation Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment Subsequent Event [Line Items] Subsequent Event [Line Items] Amortization of cloud computing implementation costs Amortization of Cloud Computing Implementation Costs Amortization of Cloud Computing Implementation Costs Property and equipment, cost Property, Plant and Equipment, Gross Repurchases of common stock (in shares) Stock Repurchased and Retired During Period, Shares Common stock, authorized (in shares) Common Stock, Shares Authorized Payments for acquisition Payments to Acquire Businesses, Net of Cash Acquired Basis of Presentation Basis of Accounting, Policy [Policy Text Block] Weighted average discount rate for operating leases Operating Lease, Weighted Average Discount Rate, Percent Diluted (in shares) Diluted weighted average shares (in shares) Weighted Average Number of Shares Outstanding, Diluted Net cash flows used in financing activities Net Cash Provided by (Used in) Financing Activities Accounting Changes and Error Corrections [Abstract] Accounting Changes and Error Corrections [Abstract] Investments in employee deferred compensation trusts Payments For Employee Deferred Compensation Plan Payments For Employee Deferred Compensation Plan Credit Facility [Axis] Credit Facility [Axis] Workersâ€™™ compensation Workers' Compensation Liability, Current Total stockholdersâ€™™ equity Balance at beginning of period Balance at end of period Equity, Attributable to Parent Amendment Flag Amendment Flag Other, including foreign currency translation adjustments Accounts Receivable, Allowance for Credit Loss, Period Increase (Decrease) Entity Registrant Name Entity Registrant Name Common stock repurchased (in shares) Common Stock Repurchased Shares Number of shares repurchased during the period that are held in treasury and are presented as if constructively retired. Some state laws may govern the circumstances under which an entity may acquire its own stock and prescribe the accounting treatment therefore. This element is used when state law does not recognize treasury stock. Litigation Case [Axis] Litigation Case [Axis] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Table] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Table] Gross margin Gross Profit Deferred income taxes Deferred Income Tax Expense (Benefit) Payroll and benefits Accrued Salaries, Current Schedule of Goodwill Schedule of Goodwill [Table Text Block] Property and Equipment, Net Property, Plant and Equipment Disclosure [Text Block] Foreign currency translation adjustments, net of tax Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, Net of Tax, Portion Attributable to Parent Credit Agreement Credit Agreement, [Member] Credit Agreement, Subsequent Events [Abstract] Subsequent Events [Abstract] Deferred Costs, Capitalized, Prepaid, and Other Assets Disclosure [Abstract] Deferred Costs, Capitalized, Prepaid, and Other Assets Disclosure [Abstract] Repurchases related to employee stock plans (in shares) Stock Repurchased Under Employee Stock Plan During Period Shares Shares repurchased in connection with employee stock plans, whereby Company shares were tendered by employees for the payment of applicable withholding taxes and/or exercise price. Selling, general and administrative expenses Selling, General and Administrative Expense Charges to expense Accounts Receivable, Allowance for Credit Loss, Writeoff Significant Other Observable Inputs (Level 2) Fair Value, Inputs, Level 2 [Member] Fair Value Hierarchy and NAV [Domain] Fair Value Hierarchy and NAV [Domain] Total other comprehensive income (loss) Other comprehensive income (loss) Other Comprehensive Income (Loss), Net of Tax, Portion Attributable to Parent Recurring Fair Value, Recurring [Member] Accounts receivable, net Accounts Receivable, after Allowance for Credit Loss, Current Schedule of Revenue Disaggregated by Functional Specialization and Segments Disaggregation of Revenue [Table Text Block] Entity Address, Postal Zip Code Entity Address, Postal Zip Code Advertising expense Advertising Expense Principles of Consolidation Consolidation, Policy [Policy Text Block] Total contract talent solutions Contract talent solutions Contract talent solutions Contract Talent Solutions [Member] Contract Talent Solutions Document Fiscal Period Focus Document Fiscal Period Focus Title of 12(b) Security Title of 12(b) Security Common stock, \$0.001 par value; authorized 260,000,000 shares; issued and outstanding 103,246,830 shares and 105,208,817 shares Common Stock, Value, Issued ASSETS Assets [Abstract] Stock-based compensation Restricted Stock or Unit Expense Contracts expected duration Revenue, Performance Obligation, Description of Timing Schedule of Supplemental Balance Sheet Information Assets And Liabilities, Lessee [Table Text Block] Assets And Liabilities, Lessee [Table Text Block] Document Type Document Type (Income) Loss from Investments Held in Employee Deferred Compensation Trusts (Income) Loss from Investments Held in Employee Deferred Compensation Plan Trusts [Policy Text Block] (Income) Loss from Investments Held in Employee Deferred Compensation Plan Trusts Cash and cash equivalents Cash and Cash Equivalents, at Carrying Value Schedule of Reconciliation of Revenue and Operating Income by Reportable Segment to Consolidated Results Schedule of Segment Reporting Information, by Segment [Table Text Block] Weighted average remaining lease term: Operating Leases, Weighted Average Remaining Lease Term [Abstract] Operating Leases, Weighted Average Remaining Lease Term [Abstract] Employee Deferred Compensation Plan Obligations Deferred Compensation Plans [Text Block] Deferred Compensation Plans [Text Block] CASH FLOWS FROM FINANCING ACTIVITIES: Net Cash Provided by (Used in) Financing Activities [Abstract] Schedule of Contract Liability Activity Contract with Customer, Contract Asset, Contract Liability, and Receivable [Table Text Block] Preferred stock, \$0.001 par value; authorized 5,000,000 shares; none issued Preferred Stock, Value, Issued Subsequent Event [Table] Subsequent Event [Table] Maximum Maximum [Member] Amortization of intangible assets Amortization of intangible assets Amortization of Intangible Assets Beginning balance Ending balance Contract with Customer, Liability Cash and Cash Equivalents [Domain] Cash and Cash Equivalents [Domain] Basic (in usd per share) Earnings Per Share, Basic Furniture and equipment Furniture and Fixtures [Member] Investment Type [Axis] Investment Type [Axis] Accounting Policies [Abstract] Accounting Policies [Abstract] LIABILITIES Liabilities [Abstract] Cash paid for operating lease liabilities Operating Lease, Payments Commitments and Contingencies Commitments and Contingencies, Policy [Policy Text Block] Leasehold improvements Leasehold Improvements [Member] Fair Value of Financial Instruments Fair Value Measurement, Policy [Policy Text Block] Current Fiscal Year End Date Current Fiscal Year End Date Less: Imputed interest Lessee, Operating Lease, Liability, Undiscounted Excess Amount Schedule of Goodwill [Table] Goodwill [Table] Statistical Measurement [Axis] Statistical Measurement [Axis] Mutual funds - bond Mutual Fund, Bond [Member] Mutual Fund, Bond Income before income taxes Income (Loss) from Continuing Operations before Income Taxes, Noncontrolling Interest Total current liabilities Liabilities, Current Total assets Assets Disaggregation of Revenue [Line Items] Disaggregation of Revenue [Line Items] Costs of services Cost of Goods and Services Sold Advertising Costs Advertising Cost [Policy Text Block] Employee deferred compensation plan obligations Increase (Decrease) in Deferred Compensation Capital expenditures Payments to Acquire Property, Plant, and Equipment Other noncurrent liabilities Other Liabilities, Noncurrent Noncurrent deferred income taxes Deferred Income Tax Assets, Net Contingent consideration related to acquisition Noncash Or Part Noncash, Contingent Consideration Related To Acquisition

Noncash Or Part Noncash, Contingent Consideration Related To Acquisition Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items] Commitments and Contingencies (Note K) Commitments and Contingencies Computer software Computer Software [Member] Computer Software [Member] Additional Paid-In Capital Additional Paid-in Capital [Member] Goodwill Goodwill Disclosure [Text Block] Subsequent Event Type [Domain] Subsequent Event Type [Domain] 2026 Lessee, Operating Lease, Liability, to be Paid, Year Two Recently Adopted Accounting Pronouncements/Recently Issued Accounting Pronouncements Not Yet Adopted New Accounting Pronouncements, Policy [Policy Text Block] Diluted (in usd per share) Earnings Per Share, Diluted Service Revenues and Costs of Services Revenue from Contract with Customer [Policy Text Block] Gentry Case Gentry Case [Member] Gentry Case [Member] Common stock repurchased Common Stock Repurchased Value This element represents the value of stock that has been repurchased during the period that is held in treasury and is presented as if constructively retired. Some state laws may mandate the circumstances under which an entity may acquire its own stock and prescribe the accounting treatment therefore. This element is used when state law does not recognize treasury stock. Entity Interactive Data Current Entity Interactive Data Current Entity Address, City or Town Entity Address, City or Town Deductions Accounts Receivable, Allowance for Credit Loss, Recovery Debt Instrument [Axis] Debt Instrument [Axis] Accrued payroll and benefit costs Increase (Decrease) in Accrued Payroll and Benefit Cost Increase (Decrease) in Accrued Payroll and Benefit Cost Net income Net income Net income Net income (Loss) Attributable to Parent Preferred stock, shares issued (in shares) Preferred Stock, Shares Issued Disaggregation of Revenue [Table] Disaggregation of Revenue [Table] Deferred Compensation Plans [Abstract] Deferred Compensation Plans Other comprehensive income (loss): Other Comprehensive Income (Loss), Tax [Abstract] Statement of Financial Position [Abstract] Statement of Financial Position [Abstract] Unamortized cloud computing implementation costs Capitalized Computer Software, Gross, Noncurrent Capitalized Computer Software, Gross, Noncurrent Contribution expense Defined Contribution Plan, Employer Discretionary Contribution Amount Loss Contingencies [Table] Loss Contingencies [Table] Employee deferred compensation trust assets Employee deferred compensation trust assets Deferred Compensation Plan Assets, Current Deferred Compensation Plan Assets, Current Schedule of Allocation of Plan Assets Schedule of Allocation of Plan Assets [Table Text Block] Entity File Number Entity File Number Cash and Cash Equivalents [Axis] Cash and Cash Equivalents [Axis] Provision for income taxes Income Tax Expense (Benefit) Revenue Recognition Revenue from Contract with Customer [Text Block] Document Fiscal Year Focus Document Fiscal Year Focus Income Statement [Abstract] Income Statement [Abstract] Entity Address, Address Line One Entity Address, Address Line One Nature of Operations Nature Of Operations Policy [Policy Text Block] Nature Of Operations Policy [Policy Text Block] Weighted average shares: Weighted Average Number of Shares Outstanding Reconciliation [Abstract] Entity Address, Address Line Two Entity Address, Address Line Two Debt Instrument, Name [Domain] Debt Instrument, Name [Domain] Allowance for Credit Losses Accounts Receivable, Allowance for Credit Loss [Roll Forward] SUPPLEMENTAL DISCLOSURES OF CASH FLOW INFORMATION: Supplemental Cash Flow Information [Abstract] Effect of exchange rate fluctuations Effect of Exchange Rate on Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Continuing Operations 2024 (excluding the nine months ended September 30, 2024) Lessee, Operating Lease, Liability, to be Paid, Remainder of Fiscal Year Weighted average remaining lease term for operating leases Operating Lease, Weighted Average Remaining Lease Term Document Period End Date Document Period End Date Service revenues Total service revenues Service revenues Revenue from Contract with Customer, Excluding Assessed Tax Statement of Comprehensive Income [Abstract] Statement of Comprehensive Income [Abstract] Present value of operating lease liabilities Lessee, Operating Lease, Liability, to be Paid Shari Dorff Shari Dorff [Member] Shari Dorff [Member] Segment income Operating Income (Loss) Net cash flows used in investing activities Net Cash Provided by (Used in) Investing Activities Schedule of Employee Deferred Compensation Plans Deferred Compensation Arrangement with Individual Disclosure, Postretirement Benefits [Table Text Block] Mutual funds - stock Mutual Fund, Stock [Member] Mutual Fund, Stock Number of reportable segments Number of Reportable Segments Total liabilities and stockholders' equity Liabilities and Equity Schedule of Subsequent Events Schedule of Subsequent Events [Table Text Block] Subsequent Events Subsequent Events [Text Block] Fair Value Hierarchy and NAV [Axis] Fair Value Hierarchy and NAV [Axis] Accrued payroll and benefit costs Accrued payroll and benefit costs Employee-related Liabilities, Current 2027 Lessee, Operating Lease, Liability, to be Paid, Year Three Additional paid-in capital Additional Paid in Capital Short-term Debt, Type [Domain] Short-Term Debt, Type [Domain] Other intangible assets, net Other Intangible Assets, Net Commitments and Contingencies Disclosure [Abstract] Commitments and Contingencies Disclosure [Abstract] Dividends paid Payments of Dividends Realized and unrealized gains from investments held in employee deferred compensation trusts Realized and unrealized (gains) losses Deferred Compensation Plan, Realized and Unrealized Gain (Loss) Deferred Compensation Plan, Realized and Unrealized Gain (Loss) Document Transition Report Document Transition Report Document Quarterly Report Document Quarterly Report Right-of-use assets obtained in exchange for new operating lease liabilities Right-of-Use Asset Obtained in Exchange for Operating Lease Liability Litigation Case [Domain] Litigation Case [Domain] Foreign defined benefit plan adjustments, net of tax Other Comprehensive Income (Loss), Defined Benefit Plan, after Tax and Reclassification Adjustment, Attributable to Parent Accumulated other comprehensive loss Accumulated Other Comprehensive Income (Loss), Net of Tax Entity Current Reporting Status Entity Current Reporting Status Retained Earnings Retained Earnings [Member] Net issuances of restricted stock Stock Issued During Period, Value, Restricted Stock Award, Net of Forfeitures Accumulated Other Comprehensive Loss AOCI Attributable to Parent [Member] Remaining performance obligation, expected duration Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period Basic (in shares) Weighted average shares (in shares) Weighted Average Number of Shares Outstanding, Basic Product and Service [Axis] Product and Service [Axis] Entity Address, State or Province Entity Address, State or Province Property, Plant and Equipment [Line Items] Property, Plant and Equipment [Line Items] Statement [Line Items] Statement [Line Items] Increase (Decrease) in Stockholders' Equity [Roll Forward] Increase (Decrease) in Stockholders' Equity [Roll Forward] Schedule of Components of Property and Equipment Property, Plant and Equipment [Table Text Block] Thereafter Lessee, Operating Lease, Liability, Payments, Due after Year Four Lessee, Operating Lease, Liability, Payments, Due after Year Four Entity Filer Category Entity Filer Category Aggregate transaction price allocated to performance obligations Revenue, Remaining Performance Obligation, Amount Loss Contingencies [Line Items] Loss Contingencies [Line Items] Allowance for Credit Losses Credit Loss, Financial Instrument [Policy Text Block] Allegations loss Loss Contingency, Estimate of Possible Loss EX-101.PRE 10 rhi-20240930\_pre.xml XBRL TAXONOMY EXTENSION PRESENTATION LINKBASE DOCUMENT XML 12 R1.htm IDEA: XBRL DOCUMENT v3.24.3 Cover Page 9 Months Ended Sep. 30, 2024 shares Cover [Abstract] X Document Type 10-Q Document Quarterly Report true Document Period End Date Sep. 30, 2024 Document Transition Report false Entity File Number 1-10427 Entity Registrant Name ROBERT HALF INC. Entity Incorporation, State or Country Code DE Entity Tax Identification Number 94-1648752 Entity Address, Address Line One 2884 Sand Hill Road Entity Address, Address Line Two Suite 200 Entity Address, City or Town Menlo Park, Entity Address, State or Province CA Entity Address, Postal Zip Code 94025 City Area Code 650 Local Phone Number 234-6000 Title of 12(b) Security Common Stock, par value \$0.001 per share Trading Symbol RHI Security Exchange Name NYSE Entity Current Reporting Status Yes Entity Interactive Data Current Yes Entity Filer Category Large Accelerated Filer Entity Small Business false Entity Emerging Growth Company false Entity Shell Company false Entity Common Stock, Shares Outstanding 103,250,884 Amendment Flag false Document Fiscal Year Focus 2024 Document Fiscal Period Focus Q3 Entity Central Index Key 0000315213 Current Fiscal Year End Date -12-31 X - Definition Boolean flag that is true when the XBRL content amends previously-filed or accepted submission. + References No definition available. + Details Name: dei\_AmendmentFlag Namespace Prefix: dei Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - Definition Area code of city + References No definition available. + Details Name: dei\_CityAreaCode Namespace Prefix: dei Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - Definition Cover page. + References No definition available. + Details Name: dei\_CoverAbstract Namespace Prefix: dei Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Definition End date of current fiscal year in the format -MM-DD. + References No definition available. + Details Name: dei\_CurrentFiscalYearEndDate Namespace Prefix: dei Data Type: xbrli:gMonthDayItemType Balance Type: na Period Type: duration X - Definition Fiscal period values are FY, Q1, Q2, and Q3. 1st, 2nd and 3rd quarter 10-Q or 10-QT statements have value Q1, Q2, and Q3 respectively, with 10-K, 10-KT or other fiscal year statements having FY. + References No definition available. + Details Name: dei\_DocumentFiscalPeriodFocus Namespace Prefix: dei Data Type: dei:fiscalPeriodItemType Balance Type: na Period Type: duration X - Definition This is focus fiscal year of the document report in YYYY format. For a 2006 annual report, which may also provide financial information from prior periods, fiscal 2006 should be given as the fiscal year focus. Example: 2006. + References No definition available. + Details Name: dei\_DocumentFiscalYearFocus Namespace Prefix: dei Data Type: xbrli:gYearItemType Balance Type: na Period Type: duration X - Definition For the EDGAR submission types of Form 8-K: the date of the report, the date of the earliest event reported; for the EDGAR submission types of Form N-1A: the filing date; for all other submission types: the end of the reporting or transition period. The format of the date is YYYY-MM-DD. + References No definition available. + Details Name: dei\_DocumentPeriodEndDate Namespace Prefix: dei Data Type: xbrli:dateItemType Balance Type: na Period Type: duration X - Definition Boolean flag that is true only for a form used as an quarterly report. + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 10-Q -Number 240 -Section 308 -Subsection a + Details Name: dei\_DocumentQuarterlyReport Namespace Prefix: dei Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - Definition Boolean flag that is true only for a form used as a transition report. + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Forms 10-K, 10-Q, 20-F -Number 240 -Section 13 -Subsection a-1 + Details Name: dei\_DocumentTransitionReport Namespace Prefix: dei Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - Definition The type of document being provided (such as 10-K, 10-Q, 485BPOS, etc). The document type is limited to the same value as the supporting SEC submission type, or the word 'Other'. + References No definition available. + Details Name: dei\_DocumentType Namespace Prefix: dei Data Type: dei:submissionItemType Balance Type: na Period Type: duration X - Definition Address Line 1 such as Attn, Building Name, Street Name + References No definition available. + Details Name: dei\_EntityAddressAddressLine1 Namespace Prefix: dei Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - Definition Address Line 2 such as Street or Suite number + References No definition available. + Details Name: dei\_EntityAddressAddressLine2 Namespace Prefix: dei Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - Definition Name of the City or Town + References No definition available. + Details Name: dei\_EntityAddressCityOrTown Namespace Prefix: dei Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - Definition Code for the postal or zip code + References No definition available. + Details Name: dei\_EntityAddressPostalZipCode Namespace Prefix: dei Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - Definition Name of the state or province. + References No definition available. + Details Name: dei\_EntityAddressStateOrProvince Namespace Prefix: dei Data Type: dei:stateOrProvinceItemType Balance Type: na Period Type: duration X - Definition A unique 10-digit SEC-issued value to identify entities that have filed disclosures with the SEC. It is commonly abbreviated as CIK. + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei\_EntityCentralIndexKey Namespace Prefix: dei Data Type: dei:centralIndexKeyItemType Balance Type: na Period Type: duration X - Definition Indicate number of shares or other units outstanding of each of registrant's classes of capital or common stock or other ownership interests, if and as stated on cover of related periodic report. Where multiple classes or units exist define each class/interest by adding class of stock items such as Common Class A [Member], Common Class B [Member] or Partnership Interest [Member] onto the Instrument [Domain] of the Entity Listings, Instrument. + References No definition available. + Details Name: dei\_EntityCommonStockSharesOutstanding Namespace Prefix: dei Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - Definition Indicate 'Yes' or 'No' whether registrants (1) have filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that registrants were required to file such reports), and (2) have been subject to such filing requirements for the past 90 days. This information should be based on the registrant's current or most recent filing containing the related disclosure. + References No definition available. + Details Name: dei\_EntityCurrentReportingStatus Namespace Prefix: dei Data Type: dei:yesNoItemType Balance Type: na Period Type: duration X - Definition Indicate if registrant meets the emerging growth company criteria. + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei\_EntityEmergingGrowthCompany Namespace Prefix: dei Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - Definition Commission file number. The field allows up to 17 characters. The prefix may contain 1-3 digits, the sequence number may contain 1-8 digits, the optional suffix may contain 1-4 characters, and the fields are separated with a hyphen. + References No definition available. + Details Name: dei\_EntityFileNumber Namespace Prefix: dei Data Type: dei:fileNumberItemType Balance Type: na Period Type: duration X - Definition Indicate whether the registrant is one of the following: Large Accelerated Filer, Accelerated Filer, Non-accelerated Filer. Definitions of these categories are stated in Rule 12b-2 of the Exchange Act. This information should be based on the registrant's current or most recent filing containing the related disclosure. + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei\_EntityFilerCategory Namespace Prefix: dei Data Type: dei:filerCategoryItemType Balance Type: na Period Type: duration X - Definition Two-character EDGAR code representing the state or country of incorporation. + References No definition available. + Details Name: dei\_EntityIncorporationStateCountryCode Namespace Prefix: dei Data Type: dei:edgarStateCountryItemType Balance Type: na Period Type: duration X - Definition Boolean flag that is true when the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-T -Number 232 -Section 405 + Details Name: dei\_EntityInteractiveDataCurrent Namespace Prefix: dei Data Type: dei:yesNoItemType Balance Type: na Period Type: duration X - Definition The exact name of the entity filing the report as specified in its charter, which is required by forms filed with the SEC. + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei\_EntityRegistrantName Namespace Prefix: dei Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - Definition Boolean flag that is true when the registrant is a shell company as defined in Rule 12b-2 of the Exchange Act. + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei\_EntityShellCompanyName Namespace Prefix: dei Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - Definition Indicates that the company is a Smaller Reporting Company (SRC). + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei\_EntitySmallBusiness Namespace Prefix: dei Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - Definition The Tax Identification Number (TIN), also known as an Employer Identification Number (EIN), is a unique 9-digit value assigned by the IRS. + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei\_EntityTaxIdentificationNumber Namespace Prefix: dei Data Type: dei:employerIdItem Balance Type: na Period Type: duration X - Definition Local phone number for entity. + References No definition available. + Details Name: dei\_LocalPhoneNumber Namespace Prefix: dei Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - Definition Title of a 12(b) registered security. + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b + Details Name: dei\_Security12bTitle Namespace Prefix: dei Data Type: dei:securityTitleItemType Balance Type: na Period Type: duration X - Definition Name of the Exchange on which a security is registered. + References Reference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection d1-1 + Details Name: dei\_SecurityExchangeName Namespace Prefix: dei Data Type: dei:edgarExchangeCodeItemType Balance Type: na Period Type: duration X - Definition Trading symbol of an instrument as listed on an exchange. + References No definition available. + Details Name: dei\_TradingSymbol Namespace Prefix: dei Data Type: dei:tradingSymbolItemType Balance Type: na Period Type: duration XML 13 R2.htm IDEA: XBRL DOCUMENT v3.24.3 CONDENSED CONSOLIDATED STATEMENTS OF FINANCIAL POSITION (UNAUDITED) -USD (\$) \$ in Thousands Sep. 30, 2024 Dec. 31, 2023 ASSETS: A Cash and cash equivalents \$ 570,466 \$ 731,740 Accounts receivable, net 885,401 860,872 Employee deferred compensation trust assets 667,509 571,046 Other current assets 132,929 133,481 Total current assets 2,256,305 2,297,139 Property and equipment, net 119,588 108,809 Right-of-use assets 205,009 209,256 Goodwill 237,977 237,970 Noncurrent deferred income taxes 150,003 140,135 Other noncurrent assets 13,343 17,480 Total assets 2,982,225 3,010,789 LIABILITIES: A Accounts payable and accrued expenses 161,370 156,662 Accrued payroll and benefit costs 404,417 413,933 Employee deferred compensation plan obligations 664,090 572,913 Income taxes payable 14,458 11,144 Current operating lease liabilities 65,917 80,459 Total current liabilities 1,310,252 1,235,111 Noncurrent operating lease liabilities 173,039 161,440 Other noncurrent liabilities 25,099 25,887 Total liabilities 1,508,390 1,422,438 Commitments and Contingencies (Note K) STOCKHOLDERS' EQUITY: A Preferred stock, \$0.001 par value; authorized 5,000,000 shares; none issued 0 0 Common stock, \$0.001

par value; authorized 260,000,000 shares; issued and outstanding 103,246,330 shares and 105,208,817 shares 103 105 Additional paid-in capital 1,402,817 1,354,703 Accumulated other comprehensive loss (33,461) (32,626) Retained earnings 104,376 266,169 Total stockholders' equity 1,473,835 1,588,351 Total liabilities and stockholders' equity 2,982,225 3,010,789 X - Definition/Deferred Compensation Plan Assets, Current + References No definition available. + Details Name: rhi DeferredCompensationPlanAssetsCurrent Namespace Prefix: rhi Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: instant X - DefinitionSum of the carrying values as of the balance sheet date of obligations incurred through that date and due within one year (or the operating cycle, if longer), including liabilities incurred (and for which invoices have typically been received) and payable to vendors for goods and services received, taxes, interest, rent and utilities, accrued salaries and bonuses, payroll taxes and fringe benefits. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1>Reference 2: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(19)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap AccountsPayableAndAccruedLiabilitiesCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - DefinitionAmount, after allowance for credit loss, of right to consideration from customer for product sold and service rendered in normal course of business, classified as current. + ReferencesReference 1: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481990/310-10-45-2> + Details Name: us-gaap AccountsReceivableNetCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: instant X - DefinitionCarrying amount as of the balance sheet date of the unpaid sum of the known and estimated amounts payable to satisfy all currently due domestic and foreign income tax obligations. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1>Reference 2: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(15)(1)) -Publisher FASB -URI <https://asc.fasb.org/1943274/214748546/942-210-S99-1> + Details Name: us-gaap AccruedIncomeTaxesCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - DefinitionAmount, after tax, of accumulated increase (decrease) in equity from transaction and other event and circumstance from nonowner source. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Topic 220 -SubTopic 10 -Section 45 -Paragraph 14A -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482790/220-10-45-14>Reference 2: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482790/220-10-45-11>Reference 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(2)(ii) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480016/944-40-65-2>Reference 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (h)(2) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480016/944-40-65-2>Reference 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)(a)(4)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1>Reference 6: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(23)(a)(3)) -Publisher FASB -URI <https://asc.fasb.org/1943274/214748777/944-210-S99-1>Reference 7: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Topic 220 -SubTopic 10 -Section 45 -Paragraph 14 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482790/220-10-45-14> + Details Name: us-gaap AccumulatedOtherComprehensiveIncomeLossNetOfTax Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - DefinitionAmount of excess of issue price over par or stated value of stock and from other transaction involving stock or stockholder. Includes, but is not limited to, additional paid-in capital (APIC) for common and preferred stock. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10>Reference 2: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(18)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-1>Reference 3: <http://fasb.org/us-gaap/role/ref/legacyRef> (a) -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)(a)(1)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap AdditionalPaidInCapital Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - DefinitionAmount of asset recognized for present right to economic benefit. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 48 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482785/280-10-55-48>Reference 2: <http://www.xbrl.org/2003/role/exampleRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 49 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482785/280-10-55-49>Reference 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482964/270-10-50-1>Reference 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (ee) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-3>Reference 5: <http://fasb.org/us-gaap/role/ref/otherTransitionRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (d) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-32>Reference 6: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-22>Reference 7: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (bb) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481203/810-10-50-3>Reference 8: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481231/810-10-45-25>Reference 9: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(i)(ii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480678/235-10-S99-1>Reference 10: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481687/323-10-50-3>Reference 11: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482907/825-10-50-28>Reference 12: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10>Reference 13: <http://www.xbrl.org/2003/role/exampleRef> -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 12 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479168/946-830-55-12>Reference 14: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(12)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478777/944-210-S99-1>Reference 15: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(8)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-1>Reference 16: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(18)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1>Reference 17: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 18: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 19: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 20: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 21: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 22: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 23: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 24: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 25: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 26: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 27: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(v)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 28: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481404/852-10-50-7>Reference 29: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (c) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-30>Reference 30: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(11)) -Publisher FASB -URI <https://asc.fasb.org/1943274/214748546/942-210-S99-1> + Details Name: us-gaap Assets Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap AssetsAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionAmount of asset recognized for present right to economic benefit, classified as current. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (bb) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481203/810-10-50-3>Reference 2: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481231/810-10-45-25>Reference 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480678/235-10-S99-1>Reference 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481687/323-10-50-3>Reference 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482907/825-10-50-28>Reference 6: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10>Reference 7: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1>Reference 9: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 10: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 11: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 12: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 13: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 14: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 15: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 16: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 17: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 18: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 19: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1>Reference 20: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481404/852-10-50-7> + Details Name: us-gaap AssetsCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: instant X - DefinitionAmount of currency on hand as well as demand deposits with banks or financial institutions. Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Excludes cash and cash equivalents within disposal group and discontinued operation. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 210 -Sub

that are deemed likely to occur do occur or fail to occur. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 942-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.9-03\(17\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 942-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.9-03(17))) -Publisher FASB -URI <https://asc.fasb.org/1943274/214748546/942-210-S99-1Reference 2>: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(25\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(25))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.7-03\(a\)\(19\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.7-03(a)(19))) -Publisher FASB -URI <https://asc.fasb.org/1943274/214748777/944-210-S99-1Reference 4>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 946-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.6-04\(15\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 946-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.6-04(15))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-1> + Details Name: us-gaap\_CommitmentsAndContingencies Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAggregate par or stated value of issued nonredeemable common stock (or common stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable common shares, par value and other disclosure concepts are in another section within stockholders' equity. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(29\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(29))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2>: <http://www.xbrl.org/2003/role/exampleRef-Topic 852-SubTopic 10-Name Accounting Standards Codification -Section 55-Paragraph 10-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 3>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.7-03\(a\)\(22\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.7-03(a)(22))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478777/944-210-S99-1> + Details Name: us-gaap\_CommonStockValue Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAggregate carrying value as of the balance sheet date of the liabilities for all deferred compensation arrangements payable within one year (or the operating cycle, if longer). Represents currently earned compensation under compensation arrangements that is not actually paid until a later date. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef-Topic 710-SubTopic 10-Name Accounting Standards Codification -Section 25-Paragraph 9-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147483070/710-10-25-9Reference 2>: <http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Topic 710-SubTopic 10-Section 30-Paragraph 2-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147483043/710-10-30-2> + Details Name: us-gaap\_DeferredCompensationLiabilityCurrent Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, after allocation of valuation allowances and deferred tax liability, of deferred tax asset attributable to deductible differences and carryforwards, with jurisdictional netting. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 740-SubTopic 10-Name Accounting Standards Codification -Section 45-Paragraph 4-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147482525/740-10-45-4Reference 2>: <http://www.xbrl.org/2003/role/disclosureRef-Topic 740-SubTopic 10-Name Accounting Standards Codification -Section 45-Paragraph 6-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147482525/740-10-45-6> + Details Name: us-gaap\_DeferredIncomeTaxAssetsNet Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionTotal of the carrying values as of the balance sheet date of obligations incurred through that date and payable for obligations related to services received from employees, such as accrued salaries and bonuses, payroll taxes and fringe benefits. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(20\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(20))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap\_EmployeeRelatedLiabilitiesCurrent Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, after accumulated impairment loss, of asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef-Topic 280-SubTopic 10-Name Accounting Standards Codification -Section 55-Paragraph 49-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147482785/280-10-55-49Reference 2>: <http://www.xbrl.org/2003/role/exampleRef-Topic 350-SubTopic 20-Name Accounting Standards Codification -Section 55-Paragraph 24-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147482548/350-20-55-24Reference 3>: [http://www.xbrl.org/2003/role/exampleRef-Topic 820-SubTopic 10-Name Accounting Standards Codification -Section 55-Paragraph 100-Subparagraph \(d\)-Publisher FASB -URI](http://www.xbrl.org/2003/role/exampleRef-Topic 820-SubTopic 10-Name Accounting Standards Codification -Section 55-Paragraph 100-Subparagraph (d)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 4>: <http://www.xbrl.org/2003/role/exampleRef-Topic 852-SubTopic 10-Name Accounting Standards Codification -Section 55-Paragraph 10-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 5>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(15\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(15))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 6>: <http://www.xbrl.org/2003/role/disclosureRef-Topic 350-SubTopic 20-Name Accounting Standards Codification -Section 45-Paragraph 1-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147482598/350-20-45-1Reference 7>: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic 350-SubTopic 20-Name Accounting Standards Codification -Section 50-Paragraph 1-Subparagraph \(a\)-Publisher FASB -URI](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 350-SubTopic 20-Name Accounting Standards Codification -Section 50-Paragraph 1-Subparagraph (a)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 8>: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic 350-SubTopic 20-Name Accounting Standards Codification -Section 50-Paragraph 1-Subparagraph \(h\)-Publisher FASB -URI](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 350-SubTopic 20-Name Accounting Standards Codification -Section 50-Paragraph 1-Subparagraph (h)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 9>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 942-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.9-03\(10\)\(1\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 942-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.9-03(10)(1))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478566/942-210-S99-1> + Details Name: us-gaap\_Goodwill Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of liability recognized for present obligation requiring transfer or otherwise providing economic benefit to others. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(22\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(22))) -SubTopic 10 -Topic 210 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2>: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(20\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(20))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3>: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(24\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(24))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4>: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(19\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(19))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 5>: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(25\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(25))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 6>: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(26\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(26))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 7>: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(23\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(23))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 8>: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(21\)\)](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 210-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.5-02(21))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 9>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 810-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 3-Subparagraph \(c\)-Publisher FASB -URI](http://www.xbrl.org/2003/role/disclosureRef-Topic 810-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 3-Subparagraph (c)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147481203/810-10-50-3Reference 10>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 810-SubTopic 10-Name Accounting Standards Codification -Section 45-Paragraph 25-Subparagraph \(b\)-Publisher FASB -URI](http://www.xbrl.org/2003/role/disclosureRef-Topic 810-SubTopic 10-Name Accounting Standards Codification -Section 45-Paragraph 25-Subparagraph (b)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147481231/810-10-45-25Reference 11>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 810-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 3-Subparagraph \(bb\)-Publisher FASB -URI](http://www.xbrl.org/2003/role/disclosureRef-Topic 810-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 3-Subparagraph (bb)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147481203/810-10-50-3Reference 12>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 235-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.4-08\(g\)\(1\)\(ii\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 235-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.4-08(g)(1)(ii))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 13>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 323-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 3-Subparagraph \(c\)-Publisher FASB -URI](http://www.xbrl.org/2003/role/disclosureRef-Topic 323-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 3-Subparagraph (c)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 14>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 825-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 28-Subparagraph \(f\)-Publisher FASB -URI](http://www.xbrl.org/2003/role/disclosureRef-Topic 825-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 28-Subparagraph (f)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 15>: <http://www.xbrl.org/2003/role/exampleRef-Topic 946-SubTopic 830-Name Accounting Standards Codification -Section 55-Paragraph 12-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147479168/946-830-55-12Reference 16>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 946-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.6-04\(14\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 946-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.6-04(14))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 17>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph \(SX 210.13-01\(a\)\(4\)\(i\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(4)(i))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 18>: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph \(SX 210.13-01\(a\)\(4\)\(iii\)\)](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(4)(iii))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 19>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph \(SX 210.13-01\(a\)\(4\)\(iii\)\(A\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(4)(iii)(A))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 20>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph \(SX 210.13-01\(a\)\(4\)\(iv\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(4)(iv))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 21>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph \(SX 210.13-01\(a\)\(5\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1A-Subparagraph (SX 210.13-01(a)(5))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 22>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1B-Subparagraph \(SX 210.13-02\(a\)\(4\)\(i\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1B-Subparagraph (SX 210.13-02(a)(4)(i))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 23>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1B-Subparagraph \(SX 210.13-02\(a\)\(4\)\(iii\)\(A\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1B-Subparagraph (SX 210.13-02(a)(4)(iii)(A))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 24>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1B-Subparagraph \(SX 210.13-02\(a\)\(4\)\(iii\)\(B\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1B-Subparagraph (SX 210.13-02(a)(4)(iii)(B))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 25>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1B-Subparagraph \(SX 210.13-02\(a\)\(4\)\(iv\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1B-Subparagraph (SX 210.13-02(a)(4)(iv))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 26>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1B-Subparagraph \(SX 210.13-02\(a\)\(5\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1B-Subparagraph (SX 210.13-02(a)(5))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 27>: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic 852-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 7-Subparagraph \(a\)-Publisher FASB -URI](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 852-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 7-Subparagraph (a)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference 28>: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic 852-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 7-Subparagraph \(b\)-Publisher FASB -URI](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 852-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 7-Subparagraph (b)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference 29>: [http://www.xbrl.org/2003/role/exampleRef-Topic 280-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 30-Subparagraph \(d\)-Publisher FASB -URI](http://www.xbrl.org/2003/role/exampleRef-Topic 280-SubTopic 10-Name Accounting Standards Codification -Section 50-Paragraph 30-Subparagraph (d)-Publisher FASB -URI) <https://asc.fasb.org/1943274/2147482810/280-10-50-30> + Details Name: us-gaap\_Liabilities Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap\_LiabilitiesAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: duration X - DefinitionAmount of liabilities and equity items, including the portion of equity attributable to noncontrolling interests, if any. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef-Topic 852-SubTopic 10-Name Accounting Standards Codification -Section 55-Paragraph 10-Publisher FASB -URI> <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 2>: [http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.7-03\(a\)\(25\)\)](http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.7-03(a)(25))) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference 3>: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic 235-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph \(SX 210.4-08\(g\)\(1\)\(iii\)\)](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 235-SubTopic 10-Name Accounting Standards Codification -Section S99-Paragraph 1-Subparagraph (SX 210.4-08(g)(1)(iii))) -Publisher FASB -URI [https://asc.fasb.org/19](https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 4)

FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference> 17: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference> 18: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference> 19: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference> 20: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference> 21: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481404/852-10-50-7> + Details Name: us-gaap\_LiabilitiesCurrent Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Definition Present value of lessee's discounted obligation for lease payments from operating lease, classified as current. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479041/842-20-45-1> + Details Name: us-gaap\_OperatingLeaseLiabilityCurrent Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Definition Present value of lessee's discounted obligation for lease payments from operating lease, classified as noncurrent. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479041/842-20-45-1> + Details Name: us-gaap\_OperatingLeaseLiabilityNoncurrent Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Definition Amount of lessee's right to use underlying asset under operating lease. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479041/842-20-45-1> + Details Name: us-gaap\_OperatingLeaseRightOfUseAsset Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - Definition Amount of current assets classified as other. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference> 2: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(8)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap\_OtherAssetsCurrent Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - Definition Amount of noncurrent assets classified as other. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(17)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap\_OtherAssetsNoncurrent Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - Definition Amount of liabilities classified as other, due after one year or the normal operating cycle, if longer. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(24)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap\_OtherLiabilitiesNoncurrent Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Definition Aggregate par or stated value of issued nonredeemable preferred stock (or preferred stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable preferred shares, par value and other disclosure concepts are in another section within stockholders' equity. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(28)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 2: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference> 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(21)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478777/944-210-S99-1> + Details Name: us-gaap\_PreferredStockValue Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Definition Amount after accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business to produce goods and services and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Section 50 -Paragraph 1 -SubTopic 10 -Topic 360 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482099/360-10-50-1Reference> 2: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7A -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478964/842-20-50-7AReference> 3: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference> 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(8)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference> 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 942 -SubTopic 360 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147484511/942-360-50-1> + Details Name: us-gaap\_PropertyPlantAndEquipmentNet Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - Definition Amount of accumulated undistributed earnings (deficit). + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(30)(a)(3)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 2: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference> 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(2)(i) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference> 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (h)(2) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference> 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480990/946-20-50-11Reference> 6: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(4)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference> 7: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.6-04(17)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference> 8: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480008/505-10-S99-1> + Details Name: us-gaap\_RetainedEarningsAccumulatedDeficit Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Definition Amount of equity (deficit) attributable to parent. Excludes temporary equity and equity attributable to noncontrolling interest. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 2: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(30)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 3: <http://www.xbrl.org/2003/role/exampleRef> -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference> 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(2)(i) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference> 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480990/946-20-50-11Reference> 6: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.6-05(4)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-2Reference> 8: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 3 -Subparagraph (SX 210.6-09(4)(b)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference> 9: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 3 -Subparagraph (SX 210.6-09(6)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference> 10: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 3 -Subparagraph (SX 210.6-09(7)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference> 11: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference> 12: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference> 13: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference> 14: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 2 -Subparagraph (SAB Topic 4.E) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480418/310-10-S99-2> + Details Name: us-gaap\_StockholdersEquity Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap\_StockholdersEquityAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 14 R3.htm IDEA: XBRL DOCUMENT v3.24.3 CONDENSED CONSOLIDATED STATEMENTS OF FINANCIAL POSITION (UNAUDITED) (Parenthetical) - \$ / shares Sep. 30, 2024 Dec. 31, 2023 Statement of Financial Position [Abstract] A A Preferred stock, par value (in usd per share) \$ 0.001 \$ 0.001 Preferred stock, authorized (in shares) 5,000,000 5,000,000 Preferred stock, shares issued (in shares) 0 0 Common stock, par value (in usd per share) \$ 0.001 \$ 0.001 Common stock, authorized (in shares) 260,000,000 260,000,000 Common stock, issued (in shares) 103,246,830 105,208,817 Common stock, outstanding (in shares) 103,246,830 105,208,817 X - Definition Face amount or stated value per share of common stock. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap\_CommonStockParOrStatedValuePerShare Namespace Prefix: us-gaap\_Data Type: dtr-types:perShareItemType Balance Type: na Period Type: instant X - Definition The maximum number of common shares permitted to be issued by an entity's charter and bylaws. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 2: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.6-04(16)(a)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-1> + Details Name: us-gaap\_CommonStockSharesAuthorized Namespace Prefix: us-gaap\_Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - Definition Total number of common shares of an entity that have been sold or granted to shareholders (includes common shares that were issued, repurchased and remain in the treasury). These shares represent capital invested by the firm's shareholders and owners, and may be all or only a portion of the number of shares authorized. Shares issued include shares outstanding and shares held in the treasury. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1> + Details Name: us-gaap\_CommonStockSharesIssued Namespace Prefix: us-gaap\_Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - Definition Number of shares of common stock outstanding. Common stock represent the ownership interest in a corporation. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI <https://asc.fasb.org/1943274/214748112/505-10-50-2Reference> 2: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 599 -Paragraph 2 -Subparagraph (SX 210.6-05(4)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 4: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 3 -Subparagraph (SX 210.6-09(4)(b)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference> 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.6-04(16)(a)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479170/946-210-S99-1> + Details Name: us-gaap\_PreferredStockSharesAuthorized Namespace Prefix: us-gaap\_Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - Definition Number of shares issued for nonredeemable preferred shares and preferred shares redeemable solely at option of issuer. Includes, but is not limited to, preferred shares issued, repurchased, and held as treasury shares. Excludes preferred shares classified as debt. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(28)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference> 2: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/214748112/505-10-50-13> + Details Name: us-gaap\_PreferredStockSharesIssued Namespace Prefix: us-gaap\_Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap\_StatementOfFinancialPositionAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 15 R4.htm IDEA: XBRL DOCUMENT v3.24.3 CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS (UNAUDITED) - USD (\$) shares in

Thousands, \$ in Thousands 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Income Statement [Abstract] À À À Service revenues \$ 1,465,004 \$ 1,563,812 \$ 4,413,465 \$ 4,919,625 Costs of services 893,348 922,873 2,702,333 2,928,785 Gross margin 571,656 640,939 1,711,132 1,990,840 Selling, general and administrative expenses 510,786 496,732 1,533,213 1,590,865 (Income) loss from investments held in employee deferred compensation trusts (which is completely offset by related costs and expenses - Note A) (29,230) 14,775 (88,339) (41,363) Amortization of intangible assets 305 720 913 2,162 Interest income, net (5,391) (7,131) (16,990) (17,276) Income before income taxes 95,186 136,343 282,335 456,452 Provision for income taxes 29,735 40,798 85,027 132,610 Net income \$ 65,451 \$ 95,545 \$ 197,308 \$ 323,842 Net income per share: À À À Basic (in usd per share) \$ 0.64 \$ 0.91 \$ 1.91 \$ 3.06 Diluted (in usd per share) \$ 0.64 \$ 0.90 \$ 1.91 \$ 3.04 Weighted average shares: À À À Basic (in shares) 102,175 105,340 103,034 105,950 Diluted (in shares) 102,393 105,810 103,371 106,450 Dividends declared per share (in usd per share) \$ 0.53 \$ 0.48 \$ 1.59 \$ 1.44 X - DefinitionDeferred Compensation Plan, Investment Income + ReferencesNo definition available. + Details Name: rhi\_DeferredCompensationPlanInvestmentIncome Namespace Prefix: rhi\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe aggregate expense charged against earnings to allocate the cost of intangible assets (nonphysical assets not used in production) in a systematic and rational manner to the periods expected to benefit from such assets. As a noncash expense, this element is added back to net income when calculating cash provided by or used in operations using the indirect method. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482740/230-10-45-28>Reference 2: <http://www.xbrl.org/2003/role/exampleRef> -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 55 -Paragraph 40 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482640/350-30-55-40>Reference 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(2) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482665/350-30-50-2>Reference 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482686/350-30-45-2> + Details Name: us-gaap\_AmortizationOfIntangibleAssets Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAggregate dividends declared during the period for each share of common stock outstanding. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480008/505-10-S99-1> + Details Name: us-gaap\_CommonStockDividendsPerShareDeclared Namespace Prefix: us-gaap\_Data Type: dtr-types:perShareItem Type Balance Type: na Period Type: duration X - DefinitionThe aggregate costs related to goods produced and sold and services rendered by an entity during the reporting period. This excludes costs incurred during the reporting period related to financial services rendered and other revenue generating activities. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(2)(d)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483621/220-10-S99-2>Reference 2: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(2)(a)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483621/220-10-S99-2>Reference 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 924 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 11.L) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147479941/924-10-S99-1> + Details Name: us-gaap\_CostOfGoodsAndServicesSold Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap\_EarningsPerShareAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe amount of net income (loss) for the period per each share of common stock or unit outstanding during the reporting period. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-6>Reference 2: <http://www.xbrl.org/2003/role/exampleRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 52 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482635/260-10-55-52>Reference 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147476176/805-60-65-1>Reference 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478666/740-323-65-2>Reference 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-3>Reference 6: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 15 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482635/260-10-55-15>Reference 7: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (e)(4) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480175/815-40-65-1>Reference 8: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480175/815-40-65-1>Reference 9: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-11>Reference 10: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-11>Reference 11: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-7>Reference 12: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482689/260-10-45-2>Reference 13: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (d) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482689/260-10-45-60B>Reference 14: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-4>Reference 15: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482662/260-10-50-1>Reference 16: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 10 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482689/260-10-45-10>Reference 17: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(25)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483621/220-10-S99-2>Reference 18: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(27)) -Publisher FASB -URI <https://asc.fasb.org/1943274/214748524/942-220-S99-1>Reference 19: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(23)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147477250/944-220-S99-1>Reference 20: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482689/260-10-45-7> + Details Name: us-gaap\_EarningsPerShareBasic Namespace Prefix: us-gaap\_Data Type: dtr-types:perShareItem Type Balance Type: na Period Type: duration X - DefinitionThe amount of net income (loss) for the period available to each share of common stock or common unit outstanding during the reporting period and to each share or unit that would have been outstanding assuming the issuance of common shares or units for all dilutive potential common shares or units outstanding during the reporting period. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-6>Reference 2: <http://www.xbrl.org/2003/role/exampleRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 52 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482635/260-10-55-52>Reference 3: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147476176/805-60-65-1>Reference 4: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147478666/740-323-65-2>Reference 5: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-3>Reference 6: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 15 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482635/260-10-55-15>Reference 7: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (e)(4) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480175/815-40-65-1>Reference 8: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480175/815-40-65-1>Reference 9: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-11>Reference 10: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-11>Reference 11: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-7>Reference 12: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482689/260-10-45-2>Reference 13: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (d) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482689/260-10-45-60B>Reference 14: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483443/250-10-50-4>Reference 15: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482662/260-10-50-1>Reference 16: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(25)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483621/220-10-S99-2>Reference 17: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(27)) -Publisher FASB -URI <https://asc.fasb.org/1943274/214748524/942-220-S99-1>Reference 18: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(23)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147477250/944-220-S99-1>Reference 19: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482689/260-10-45-7> + Details Name: us-gaap\_EarningsPerShareDiluted Namespace Prefix: us-gaap\_Data Type: dtr-types:perShareItem Type Balance Type: na Period Type: duration X - DefinitionAggregate revenue less cost of goods and services sold or operating expenses directly attributable to the revenue generation activity. + ReferencesReference 1: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-22>Reference 2: <http://www.xbrl.org/2003/role/exampleRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 48 -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482785/280-10-55-48>Reference 3: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (f) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-32>Reference 4: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (b) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-30>Reference 5: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482964/270-10-50-1>Reference 6: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-32>Reference 7: <http://fasb.org/us-gaap/role/ref/otherTransitionRef> -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (c) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482810/280-10-50-32>Reference 8: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(2)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483621/220-10-S99-2>Reference 9: <http://fasb.org/us-gaap/role/ref/legacyRef> -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(1)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147483621/220-10-S99-2>Reference 10: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480678/235-10-S99-1>Reference 11: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147481687/323-10-50-3>Reference 12: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147482907/825-10-50-28>Reference 13: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1A>Reference 14: <http://www.xbrl.org/2009/role/commonPracticeRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1A>Reference 15: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1A>Reference 16: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1A>Reference 17: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI <https://asc.fasb.org/1943274/2147480097/470-10-S99-1A>Reference 18: <http://www.xbrl.org/2003/role/disclosureRef> -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section



earnings per unit (EPU), determined based on the timing of issuance of shares or units in the period. + ReferencesReference 1:

23,000 A A Stock-based compensation 15,453 A 15,453 A A Repurchases of common stock (in shares) A (654,000) A A A Repurchases of common stock (45,538) \$ (1) A A (45,537) Balance at end of period (in shares) at Jun. 30, 2023 A 107,132,000 A A Balance at end of period at Jun. 30, 2023 A 1,625,271 \$ 107,132,451 (36,589) 337,302 Increase (Decrease) in Stockholders' Equity [Roll Forward] A A A A Net income 95,545 A A 95,545 Other comprehensive income (loss) (13,408) A A (13,408) A Dividends declared (51,228) A A (51,228) Net issuances of restricted stock (in shares) A (10,000) A A Stock-based compensation 15,233 A 15,233 A A Repurchases of common stock (in shares) A (1,227,000) A A A Repurchases of common stock (91,442) \$ (1) A A (91,441) Balance at end of period (in shares) at Sep. 30, 2023 A 105,895,000 A A Balance at end of period at Sep. 30, 2023 A 1,579,971 \$ 106,139,684 (49,997) 290,178 Balance at beginning of period (in shares) at Dec. 31, 2023 105,208,817 105,209,000 A A Balance at beginning of period at Dec. 31, 2023 A 1,588,351 \$ 105,135,470 (32,626) 266,169 Increase (Decrease) in Stockholders' Equity [Roll Forward] A A A A Net income 63,701 A A 63,701 Other comprehensive income (loss) (11,379) A A (11,379) A Dividends declared (56,382) A A (56,382) Net issuances of restricted stock (in shares) A 751,000 A A Net issuances of restricted stock 0 \$ 1 (1) A A A Stock-based compensation 16,777 A 16,777 A A Repurchases of common stock (in shares) A (1,028,000) A A A Repurchases of common stock (81,823) \$ (1) A A (81,822) Balance at end of period (in shares) at Mar. 31, 2024 A 104,932,000 A A Balance at end of period at Mar. 31, 2024 A 1,519,245 \$ 105,137,110 (44,005) 191,666 Balance at beginning of period (in shares) at Dec. 31, 2023 105,208,817 105,209,000 A A Balance at beginning of period at Dec. 31, 2023 A 1,588,351 \$ 105,135,470 (32,626) 266,169 Increase (Decrease) in Stockholders' Equity [Roll Forward] A A A A Net income 197,308 A A A Other comprehensive income (loss) \$ (835) A A A Balance at end of period (in shares) at Sep. 30, 2024 103,246,830 103,247,000 A A Balance at end of period at Sep. 30, 2024 A 1,473,835 \$ 103,140,281 (33,461) 104,376 Balance at beginning of period (in shares) at Mar. 31, 2024 A 104,932,000 A A Balance at beginning of period at Mar. 31, 2024 A 1,519,245 \$ 105,137,110 (44,005) 191,666 Increase (Decrease) in Stockholders' Equity [Roll Forward] A A A A Net income 68,156 A A A 68,156 Other comprehensive income (loss) (6,586) A A (6,586) A Dividends declared (55,407) A A (55,407) A Net issuances of restricted stock (in shares) A 27,000 A A A Stock-based compensation 15,631 A 15,631 A A Repurchases of common stock (in shares) A (903,000) A A A Repurchases of common stock (60,884) \$ (1) A A (60,883) Balance at end of period (in shares) at Jun. 30, 2024 A 104,056,000 A A Balance at end of period at Jun. 30, 2024 A 1,480,155 \$ 104,137,110 (50,591) 143,532 Increase (Decrease) in Stockholders' Equity [Roll Forward] A A A A Net income 65,451 A A A 65,451 Other comprehensive income (loss) 17,130 A A 17,130 A Dividends declared (54,760) A A (54,760) Net issuances of restricted stock (in shares) A (8,000) A A A Stock-based compensation 15,707 A 15,707 A A Repurchases of common stock (in shares) A (801,000) A A A Repurchases of common stock \$ (49,848) \$ (1) A A (49,847) Balance at end of period (in shares) at Sep. 30, 2024 103,246,830 103,247,000 A A Balance at end of period at Sep. 30, 2024 A 1,473,835 \$ 103,140,281 (33,461) X - DefinitionAmount of increase to additional paid-in capital (APIC) for recognition of cost for award under share-based payment arrangement. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 35 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480483/718-10-35-2>Reference 2: <http://fasb.org/us-gaap/role/ref/legcyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 20 -Section 55 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481089/718-20-55-13>Reference 3: <http://fasb.org/us-gaap/role/ref/legcyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 20 -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481089/718-20-55-12> + Details Name: us-gaap AdjustmentsToAdditionalPaidInCapitalSharebasedCompensationRequisiteServicePeriodRecognitionValue Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionTotal number of common shares of an entity that have been sold or granted to shareholders (includes common shares that were issued, repurchased and remain in the treasury). These shares represent capital invested by the firm's shareholders and owners, and may be all or only a portion of the number of shares authorized. Shares issued include shares outstanding and shares held in the treasury. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legcyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.5-02\(29\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1](http://fasb.org/us-gaap/role/ref/legcyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1) + Details Name: us-gaap CommonStockSharesIssued Namespace Prefix: us-gaap Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionAmount of paid and unpaid cash dividends declared for classes of stock, for example, but not limited to, common and preferred. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legcyRef -Name Accounting Standards Codification -Section 45 -Paragraph 2 -SubTopic 405 -Topic 942 -Publisher FASB -URI https://asc.fasb.org/1943274/214747787/942-405-45-2](http://fasb.org/us-gaap/role/ref/legcyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-599-1) + Details Name: us-gaap DividendsCash Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionA roll forward is a reconciliation of a concept from the beginning of a period to the end of a period. + ReferencesNo definition available. + Details Name: us-gaap IncreaseDecreaseInStockholdersEquityRollForward Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe portion of profit or loss for the period, net of income taxes, which is attributable to the parent. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9)Reference 4: [http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph \(g\)\(3\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2](http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2)Reference 5: [http://fasb.org/us-gaap/role/ref/legcyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 2 -Subparagraph \(SX 210.5-03\(20\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-599-2](http://fasb.org/us-gaap/role/ref/legcyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 2 -Subparagraph (SX 210.5-03(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-599-2)Reference 6: [http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.4-08\(g\)\(1\)\(ii\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-599-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-599-1)Reference 7: [http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3)Reference 8: [http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-6](http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28)Reference 10: <http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3>Reference 11: [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph \(b\)\(2\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-1)Reference 12: [http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph \(f\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1)Reference 13: <http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8>Reference 14: [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11](http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11)Reference 15: [http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11](http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11)Reference 16: <http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4>Reference 17: <http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-10>Reference 18: <http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479105/946-220-45-7>Reference 19: [http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.7-04\(18\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-599-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.7-04(18)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-599-1)Reference 20: [http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.6-07\(9\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-599-1](http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.6-07(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-599-1)Reference 21: [http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 3 -Subparagraph \(SX 210.6-09\(1\)\(d\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-599-3](http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 3 -Subparagraph (SX 210.6-09(1)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-599-3)Reference 22: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(i\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1A](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1A)Reference 23: [http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(ii\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1A](http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1A)Reference 24: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(iii\)\(A\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1A](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1A)Reference 25: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(4\)\(iv\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1A](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1A)Reference 26: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1A -Subparagraph \(SX 210.13-01\(a\)\(5\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1A](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1A)Reference 27: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(4\)\(i\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1B)Reference 28: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(4\)\(ii\)\(A\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(ii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1B)Reference 29: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(4\)\(iii\)\(B\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1B)Reference 30: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(4\)\(iv\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1B)Reference 31: [http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph \(SX 210.13-02\(a\)\(5\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-599-1B)Reference 32: [http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60B](http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60B)Reference 33: <http://www.xbrl.org/2003/role/disclosureRef -Topic 205 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483499/205-20-50-7>Reference 34: <http://fasb.org/us-gaap/role/ref/legcyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28>Reference 35: [http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1A](http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1A)Reference 36: [http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1B)Reference 37: [http://fasb.org/us-gaap/role/ref/legcyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.9-04\(22\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-599-1](http://fasb.org/us-gaap/role/ref/legcyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.9-04(22)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-599-1) + Details Name: us-gaap NetIncomeLoss Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount after tax of other comprehensive income (loss) attributable to parent entity. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legcyRef -Name Accounting Standards Codification -Section 45 -Paragraph 20 -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-20](http://fasb.org/us-gaap/role/ref/legcyRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 19 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-19)Reference 3: [http://fasb.org/us-gaap/role/ref/legcyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph \(c\)\(3\) -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1A](http://fasb.org/us-gaap/role/ref/legcyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (c)(3) -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1A)Reference 4: <http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6>Reference 5: [http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1B](http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1B)Reference 6: [http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1A](http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1A) + Details Name: us-gaap OtherComprehensiveIncomeLossNetOfTaxPortionAttributableToParent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionNumber of shares issued during the period related to Restricted Stock Awards, net of any shares forfeited. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legcyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2>Reference 2: [http://fasb.org/us-gaap/role/ref/legcyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SX 210.5-02\(28\)\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1](http://fasb.org/us-gaap/role/ref/legcyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(28)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1)Reference 3: [http://fasb.org/us-gaap](http://fasb.org/us-gaap/role/ref/legcyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1)

-Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(28)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap\_StockRepurchasedAndRetiredDuringPeriodValue Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of equity (deficit) attributable to parent. Excludes temporary equity and equity attributable to noncontrolling interest. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-12Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(19)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.6-05(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-2Reference 8: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(4)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(6)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(7)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 11: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 12: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 13: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 14: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 4.E) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480418/310-10-S99-2 + Details Name: us-gaap\_StockholdersEquity Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant XML 18 R7.htm IDEA: XBRL DOCUMENT v3.24.3 CONDENSED CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY (UNAUDITED) (Parent) - \$ / shares 3 Months Ended 9 Months Ended Sep. 30, 2024 Jun. 30, 2024 Mar. 31, 2024 Sep. 30, 2023 Jun. 30, 2023 Mar. 31, 2023 Sep. 30, 2023 Statement of Stockholders' Equity [Abstract] A A A A A A A A Dividends declared per share (in usd per share) 0.53 0.53 0.53 0.48 0.48 0.48 1.59 1.44 X - DefinitionAggregate dividends declared during the period for each share of common stock outstanding. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap\_CommonStockDividendsPerShareDeclared Namespace Prefix: us-gaap\_Data Type: dtr-types:perShareItem Type Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap\_StatementOfStockholdersEquityAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration XML 19 R8.htm IDEA: XBRL DOCUMENT v3.24.3 CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS (UNAUDITED) - USD (\$) in Thousands 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 CASH FLOWS FROM OPERATING ACTIVITIES: A A Net income 197,308 323,842 Adjustments to reconcile net income to net cash provided by operating activities: A A Allowance for credit losses 2,481 7,812 Depreciation 38,713 37,963 Amortization of cloud computing implementation costs 27,537 25,202 Amortization of intangible assets 913 2,162 Realized and unrealized gains from investments held in employee deferred compensation trusts (80,634) (35,207) Stock-based compensation 48,115 46,120 Deferred income taxes (9,782) (8,941) Changes in operating assets and liabilities, net of effects of acquisitions: A A Accounts receivable (25,946) 66,585 Capitalized cloud computing implementation costs (22,879) (28,479) Accounts payable and accrued expenses 5,266 (21,833) Accrued payroll and benefit costs (9,869) (34,912) Employee deferred compensation plan obligations 91,177 44,749 Income taxes payable (4,688) 99,670 Other assets and liabilities, net (2,076) (2,485) Net cash flows provided by operating activities 255,636 522,248 CASH FLOWS FROM INVESTING ACTIVITIES: A A Capital expenditures (42,012) (34,149) Investments in employee deferred compensation trusts (50,220) (89,133) Proceeds from employee deferred compensation trust redemptions 34,391 33,231 Payments for acquisition (264) (1,035) Net cash flows used in investing activities (58,105) (91,086) CASH FLOWS FROM FINANCING ACTIVITIES: A A Repurchases of common stock (195,548) (198,888) Dividends paid (166,269) (155,242) Net cash flows used in financing activities (361,817) (354,130) Effect of exchange rate fluctuations 3,012 (6,186) Change in cash and cash equivalents (161,274) 70,846 Cash and cash equivalents at beginning of period 731,740 658,626 Cash and cash equivalents at end of period 570,466 729,472 Non-cash items: A A Fund exchanges within employee deferred compensation trusts 72,190 88,758 Contingent consideration related to acquisition 0 350 X - DefinitionAmortization of Cloud Computing Implementation Costs + ReferencesNo definition available. + Details Name: rhi\_AmortizationOfCloudComputingImplementationCosts Namespace Prefix: rhi\_Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - DefinitionCash Paid During Period For [Abstract] + ReferencesNo definition available. + Details Name: rhi\_CashPaidDuringPeriodForAbstract Namespace Prefix: rhi\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionDeferred Compensation Plan, Fund Exchanges Within Plan + ReferencesNo definition available. + Details Name: rhi\_DeferredCompensationPlanFundExchangesWithinPlan Namespace Prefix: rhi\_Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - DefinitionDeferred Compensation Plan, Realized and Unrealized Gain (Loss) + ReferencesNo definition available. + Details Name: rhi\_DeferredCompensationPlanRealizedAndUnrealizedGainLoss Namespace Prefix: rhi\_Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: duration X - DefinitionIncrease (Decrease) in Accrued Payroll and Benefit Cost + ReferencesNo definition available. + Details Name: rhi\_IncreaseDecreaseInAccruedPayrollAndBenefitCost Namespace Prefix: rhi\_Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - DefinitionNoncash Or Part Noncash, Contingent Consideration Related To Acquisition + ReferencesNo definition available. + Details Name: rhi\_NoncashOrPartNoncashContingentConsiderationRelatedToAcquisition Namespace Prefix: rhi\_Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: duration X - DefinitionPayments For Employee Deferred Compensation Plan + ReferencesNo definition available. + Details Name: rhi\_PaymentsForEmployeeDeferredCompensationPlan Namespace Prefix: rhi\_Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: duration X - DefinitionProceeds From Employee Deferred Compensation Trust Redemptions + ReferencesNo definition available. + Details Name: rhi\_ProceedsFromEmployeeDeferredCompensationTrustRedemptions Namespace Prefix: rhi\_Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap\_AdjustmentsToReconcileNetIncomeLossToCashProvidedByUsedInOperatingActivitiesAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionThe aggregate expense charged against earnings to allocate the cost of intangible assets (nonphysical assets not used in production) in a systematic and rational manner to the periods expected to benefit from such assets. As a noncash expense, this element is added back to net income when calculating cash provided by or used in operations using the indirect method. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 55 -Paragraph 40 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482640/350-30-55-40Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-24Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-4 + Details Name: us-gaap\_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: instant X - DefinitionAmount of increase (decrease) in cash, cash equivalents, and cash and cash equivalents restricted to withdrawal or usage; including effect from exchange rate change. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-8Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-24Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 1 -SubTopic 230 -Topic 830 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477401/830-230-45-1 + Details Name: us-gaap\_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - DefinitionAmount of deferred income tax expense (benefit) pertaining to income (loss) from continuing operations. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 360 -SubTopic 10 -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1 + Details Name: us-gaap\_Depreciation Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - DefinitionAmount of increase (decrease) from effect of exchange rate changes on cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage; held in foreign currencies. Excludes amounts for disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 230 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477401/830-230-45-1 + Details Name: us-gaap\_EffectOfExchangeRateOnCashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - DefinitionThe increase (decrease) during the reporting period in the amounts payable to vendors for goods and services received and the amount of obligations and expenses incurred but not paid. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap\_IncreaseDecreaseInAccountsPayableAndAccruedLiabilities Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - DefinitionThe increase (decrease) during the reporting period in the obligation created by employee agreements whereby earned compensation will be paid in the future. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap\_IncreaseDecreaseInDeferredCompensation Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap\_IncreaseDecreaseInOperatingCapitalAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionAmount of increase (decrease) in operating assets after deduction of operating liabilities classified as other. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap\_IncreaseDecreaseInOtherOperatingCapitalNet Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: duration X - DefinitionThe increase (decrease) during the reporting period in the amount of outstanding money paid in advance for goods or services that bring economic benefits for future periods. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap\_IncreaseDecreaseInPrepaidExpense Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItem Type Balance

Type: credit Period Type: duration X - DefinitionAmount of cash inflow (outflow) from financing activities, including discontinued operations. Financing activity cash flows include obtaining resources from owners and providing them with a return on, and a return of, their investment; borrowing money and repaying amounts borrowed, or settling the obligation; and obtaining and paying for other resources obtained from creditors on long-term credit. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 24-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-24> + Details Name: us-gaap\_NetCashProvidedByUsedInFinancingActivities Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap\_NetCashProvidedByUsedInFinancingActivitiesAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemBalance Type: na Period Type: duration X - DefinitionAmount of cash inflow (outflow) from investing activities, including discontinued operations. Investing activity cash flows include making and collecting loans and acquiring and disposing of debt or equity instruments and property, plant, and equipment and other productive assets. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 24-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-24> + Details Name: us-gaap\_NetCashProvidedByUsedInInvestingActivities Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap\_NetCashProvidedByUsedInInvestingActivitiesAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemBalance Type: na Period Type: duration X - DefinitionAmount of cash inflow (outflow) from operating activities, including discontinued operations. Operating activity cash flows include transactions, adjustments, and changes in value not defined as investing or financing activities. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 28-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-28>Reference 2: <http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 24-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-24>Reference 3: <http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 24-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-24>Reference 4: [http://www.xbrl.org/2003/role/disclosureRef-Topic 740-SubTopic 323-Name Accounting Standards Codification-Section 65-Paragraph 2-Subparagraph \(g\)\(3\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147483443/250-10-50-6](http://www.xbrl.org/2003/role/disclosureRef-Topic 740-SubTopic 323-Name Accounting Standards Codification-Section 65-Paragraph 2-Subparagraph (g)(3)-Publisher FASB-URI https://asc.fasb.org/1943274/2147483443/250-10-50-6)Reference 5: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 220-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 2-Subparagraph \(SX 210.5-03\(20\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 220-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 2-Subparagraph (SX 210.5-03(20))-Publisher FASB-URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2)Reference 6: [http://www.xbrl.org/2003/role/disclosureRef-Topic 235-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph \(SX 210.4-08\(g\)\(1\)\(ii\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 235-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.4-08(g)(1)(ii))-Publisher FASB-URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1)Reference 7: [http://www.xbrl.org/2003/role/disclosureRef-Topic 323-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 3-Subparagraph \(c\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147481687/323-10-50-3](http://www.xbrl.org/2003/role/disclosureRef-Topic 323-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 3-Subparagraph (c)-Publisher FASB-URI https://asc.fasb.org/1943274/2147481687/323-10-50-3)Reference 8: [http://www.xbrl.org/2003/role/disclosureRef-Topic 825-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 28-Subparagraph \(f\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482907/825-10-50-28](http://www.xbrl.org/2003/role/disclosureRef-Topic 825-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 28-Subparagraph (f)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482907/825-10-50-28)Reference 9: <http://www.xbrl.org/2003/role/disclosureRef-Topic 220-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 6-Publisher FASB-URI https://asc.fasb.org/1943274/2147482765/220-10-50-6>Reference 10: <http://www.xbrl.org/2003/role/disclosureRef-Topic 250-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 3-Publisher FASB-URI https://asc.fasb.org/1943274/2147483443/250-10-50-3>Reference 11: [http://www.xbrl.org/2003/role/disclosureRef-Topic 250-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 1-Subparagraph \(f\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480175/815-40-65-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 250-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 1-Subparagraph (f)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480175/815-40-65-1)Reference 12: [http://www.xbrl.org/2003/role/disclosureRef-Topic 815-SubTopic 40-Name Accounting Standards Codification-Section 65-Paragraph 1-Subparagraph \(f\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480175/815-40-65-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 815-SubTopic 40-Name Accounting Standards Codification-Section 65-Paragraph 1-Subparagraph (f)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480175/815-40-65-1)Reference 13: <http://www.xbrl.org/2003/role/disclosureRef-Topic 250-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 8-Publisher FASB-URI https://asc.fasb.org/1943274/2147483443/250-10-50-8>Reference 14: [http://www.xbrl.org/2003/role/disclosureRef-Topic 250-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 11-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147483443/250-10-50-11](http://www.xbrl.org/2003/role/disclosureRef-Topic 250-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 11-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/2147483443/250-10-50-11)Reference 15: [http://www.xbrl.org/2003/role/disclosureRef-Topic 250-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 11-Subparagraph \(b\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147483443/250-10-50-11](http://www.xbrl.org/2003/role/disclosureRef-Topic 250-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 11-Subparagraph (b)-Publisher FASB-URI https://asc.fasb.org/1943274/2147483443/250-10-50-11)Reference 16: <http://www.xbrl.org/2003/role/disclosureRef-Topic 250-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 4-Publisher FASB-URI https://asc.fasb.org/1943274/2147483443/250-10-50-4>Reference 17: <http://www.xbrl.org/2003/role/exampleRef-Topic 946-SubTopic 830-Name Accounting Standards Codification-Section 55-Paragraph 10-Publisher FASB-URI https://asc.fasb.org/1943274/2147479168/946-830-55-10>Reference 18: <http://www.xbrl.org/2003/role/disclosureRef-Topic 946-SubTopic 220-Name Accounting Standards Codification-Section 45-Paragraph 7-Publisher FASB-URI https://asc.fasb.org/1943274/2147479105/946-220-45-7>Reference 19: [http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 220-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph \(SX 210.7-04\(18\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/214747750/944-220-S99-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 220-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.7-04(18))-Publisher FASB-URI https://asc.fasb.org/1943274/214747750/944-220-S99-1)Reference 20: [http://www.xbrl.org/2003/role/disclosureRef-Topic 946-SubTopic 220-Name Accounting 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[http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1B-Subparagraph \(SX 210.13-02\(a\)\(4\)\(iv\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1B](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1B-Subparagraph (SX 210.13-02(a)(4)(iv))-Publisher FASB-URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1B)Reference 31: [http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1B-Subparagraph \(SX 210.13-02\(a\)\(5\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1B](http://www.xbrl.org/2003/role/disclosureRef-Topic 470-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1B-Subparagraph (SX 210.13-02(a)(5))-Publisher FASB-URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1B)Reference 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https://asc.fasb.org/1943274/2147478524/942-220-S99-1](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 942-SubTopic 220-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.9-04(22))-Publisher FASB-URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1) + Details Name: us-gaap\_NetIncomeLoss Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe cash outflow to reacquire common stock during the period. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 15-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-15](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 15-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-15) + Details Name: us-gaap\_PaymentsForPurchaseOfCommonStock Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionCash outflow in the form of capital distributions and dividends to common shareholders, preferred shareholders and noncontrolling interests. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 15-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-15](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 15-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-15) + Details Name: us-gaap\_PaymentsOfDividends Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe cash outflow associated with the acquisition of a business, net of the cash acquired from the purchase. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 13-Subparagraph \(b\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-13](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 13-Subparagraph (b)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-13) + Details Name: us-gaap\_PaymentsToAcquireBusinessesNetOfCashAcquired Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe cash outflow associated with the acquisition of long-lived, physical assets that are used in the normal conduct of business to produce goods and services and not intended for resale; includes cash outflows to pay for construction of self-constructed assets. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 13-Subparagraph \(c\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-13](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 230-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 13-Subparagraph (c)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-13) + Details Name: us-gaap\_PaymentsToAcquirePropertyPlantAndEquipment Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of expense (reversal of expense) for expected credit loss on accounts receivable. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 326-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 13-Subparagraph \(b\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479319/326-20-50-13](http://www.xbrl.org/2003/role/disclosureRef-Topic 326-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 13-Subparagraph (b)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479319/326-20-50-13)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 220-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 2-Subparagraph \(SX 210.5-03\(5\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2](http://www.xbrl.org/2003/role/disclosureRef-Topic 220-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 2-Subparagraph (SX 210.5-03(5))-Publisher FASB-URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2) + Details Name: us-gaap\_ProvisionForDoubtfulAccounts Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of noncash expense for award of restricted stock or unit under share-based payment arrangement. + ReferencesReference 1: [http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification-Section 45-Paragraph 28-Subparagraph \(b\)-Topic 230-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-28](http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification-Section 45-Paragraph 28-Subparagraph (b)-Topic 230-Publisher FASB-URI https://asc.fasb.org/1943274/2147482740/230-10-45-28) + Details Name: us-gaap\_RestrictedStockExpense Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration XML 20 R9.htm IDEA: XBRL DOCUMENT v3.24.3 Summary of Significant Accounting Policies 9 Months Ended Sep. 30, 2024 Accounting Policies [Abstract] A Summary of Significant Accounting Policies Summary of Significant Accounting PoliciesNature of Operations. Robert Half Inc. (the "Company") is a specialized talent solutions and business consulting firm, connecting highly skilled job seekers with rewarding opportunities at great companies. Robert Half® offers contract talent solutions and permanent placement talent solutions for finance and accounting, technology, marketing and creative, legal, and administrative and customer support, and provides executive search services. Robert Half is also the parent company of Protiviti®, a global consulting firm that delivers internal audit, risk, business, and technology consulting solutions. The Company operates in North America, South America, Europe, Asia and Australia. The Company is a Delaware corporation.Basis of Presentation. The unaudited Condensed Consolidated Financial Statements (the "Financial Statements") of the Company are prepared in conformity with accounting principles generally accepted in the United States of America (the "GAAP") and the rules of the Securities and Exchange Commission (the "SEC"). The comparative year-end Condensed Consolidated Statement of Financial Position data presented was derived from audited financial statements. In the opinion of management, all adjustments (consisting of only normal recurring adjustments) necessary for a fair statement of the financial position and results of operations for the periods presented have been included. These Financial Statements should be read in conjunction with the audited Consolidated Financial Statements of the Company for the year ended December 31, 2023, included in its Annual Report on Form 10-K. The results of operations for any interim period are not necessarily indicative of, nor comparable to, the results of operations for a full year. Principles of Consolidation. The Financial Statements include the accounts of the Company and its subsidiaries, all of which are wholly-owned. All intercompany balances and transactions have been eliminated in consolidation. Use of Estimates. The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. As of September 30, 2024, such estimates include allowances for credit losses, variable consideration, workers' compensation losses, accrued medical expenses, income and other taxes, and assumptions used in the Company's goodwill impairment assessment and in the valuation of stock grants subject to market conditions. Actual results and outcomes may differ from management's estimates and assumptions. Service Revenues. The Company derives its revenues from three segments: contract talent solutions, permanent placement talent solutions, and Protiviti. Revenues are recognized when promised goods or services are delivered to customers in an amount that reflects the consideration the Company expects to be entitled to in exchange for those goods or services. See Note C for further discussion of the revenue recognition accounting policy.Costs of Services. Direct costs of contract talent solutions consist of payroll, payroll taxes, and benefit costs for the Company's engagement professionals, as well as reimbursable expenses. Direct costs of permanent placement talent solutions consist of reimbursable expenses. Protiviti direct costs of services include professional staff payroll, payroll taxes and benefit costs, as well as reimbursable expenses.Advertising Costs. The Company expenses all advertising costs as incurred. Advertising costs were \$13.0 million and \$40.8 million for the three and nine months ended September 30, 2024, respectively, and \$13.4 million and \$41.3 million for the three and nine months ended September 30, 2023, respectively. (Income) Loss from Investments Held in Employee Deferred Compensation Trusts. Under the Company's employee deferred compensation plans, employees direct the investment of their account balances, and the Company invests amounts held in the associated investment trusts consistent with these directions. As realized and unrealized investment gains and losses occur, the Company's employee deferred compensation plan obligations change and adjustments are recorded in selling, general and administrative expenses or, in the case of Protiviti, costs of services. The value of the related investment trust assets also changes by an equal and offsetting amount, leaving no net cost to the Company. The Company's (income) loss from investments held in employee deferred compensation trusts consists of unrealized and realized gains and losses, and dividend income from trust investments and is presented separately on the unaudited Condensed Consolidated Statements of Operations.The following table presents the Company's (income) loss from investments held in employee deferred compensation trusts (in thousands):Three Months EndedSeptember 30,Nine Months EndedSeptember 30,2024202320242023Dividend



thousands);Contract LiabilitiesBalance as of December 31, 2023\$24,574.4 A A A Payments in advance of satisfaction of performance obligations28,922.4 A A A Revenue recognized(35,768) A A A Other, including translation adjustments15.5A Balance as of September 30, 2024\$17,843.4 X - ReferencesNo definition available. + Details Name: us-gaap RevenueFromContractWithCustomerAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionThe entire disclosure of revenue from contract with customer to transfer good or service and to transfer nonfinancial asset. Includes, but is not limited to, disaggregation of revenue, credit loss recognized from contract with customer, judgment and change in judgment related to contract with customer, and asset recognized from cost incurred to obtain or fulfill contract with customer. Excludes insurance and lease contracts. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 9-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-9>Reference 2: <http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 10-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-10>Reference 3: <http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 11-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-11>Reference 4: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12](http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12)Reference 5: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph \(b\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12](http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph (b)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12)Reference 6: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph \(c\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12](http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph (c)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12)Reference 7: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph \(d\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12](http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph (d)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12)Reference 8: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph \(e\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12](http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph (e)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-12)Reference 9: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph \(b\)\(2\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-13](http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 12-Subparagraph (b)(2)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-13)Reference 10: <http://www.xbrl.org/2003/role/disclosureRef-Name Accounting Standards Codification-Topic 606-Publisher FASB-URI https://asc.fasb.org/606/tableOfContent> + Details Name: us-gaap RevenueFromContractWithCustomerTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 23 R12.htm IDEA: XBRL DOCUMENT v3.24.3 Other Current Assets 9 Months Ended Sep. 30, 2024 Deferred Costs, Capitalized, Prepaid, and Other Assets Disclosure [Abstract] A Other Current Assets Other Current AssetsOther current assets consisted of the following (in thousands):September 30,2024December 31,2023Prepaid expenses\$55,940A \$67,999A Unamortized cloud computing implementation costs29,504A 31,049A Other47,485A 34,433A Other current assets\$132,929A \$133,481A X - ReferencesNo definition available. + Details Name: us-gaap DeferredCostsCapitalizedPrepaidAndOtherAssetsDisclosureAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for other current assets. + ReferencesNo definition available. + Details Name: us-gaap OtherCurrentAssetsTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 24 R13.htm IDEA: XBRL DOCUMENT v3.24.3 Property and Equipment, Net 9 Months Ended Sep. 30, 2024 Property, Plant and Equipment [Abstract] A Property and Equipment, Net Property and Equipment, NetProperty and equipment consisted of the following (in thousands):September 30,2024December 31,2023Computer hardware\$13,563A \$150,165A Computer software223,364A 220,004A Furniture and equipment96,917A 99,547A Leasehold improvements198,525A 187,806A Property and equipment, cost652,369A 657,522A Accumulated depreciation(532,781)(548,713)Property and equipment, net\$119,588A \$108,809A X - ReferencesNo definition available. + Details Name: us-gaap PropertyPlantAndEquipmentAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for long-lived, physical asset used in normal conduct of business and not intended for resale. Includes, but is not limited to, work of art, historical treasure, and similar asset classified as collections. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef-Topic 360-Name Accounting Standards Codification-Publisher FASB-URI https://asc.fasb.org/360/tableOfContent>Reference 2: <http://www.xbrl.org/2003/role/disclosureRef-Name Accounting Standards Codification-Section 50-Paragraph 6-SubTopic 360-Topic 958-Publisher FASB-URI https://asc.fasb.org/1943274/214747798/958-360-50-6>Reference 3: [http://www.xbrl.org/2003/role/disclosureRef-Name Accounting Standards Codification-Section 50-Paragraph 1-Subparagraph \(d\)-SubTopic 360-Topic 958-Publisher FASB-URI https://asc.fasb.org/1943274/214747798/958-360-50-1](http://www.xbrl.org/2003/role/disclosureRef-Name Accounting Standards Codification-Section 50-Paragraph 1-Subparagraph (d)-SubTopic 360-Topic 958-Publisher FASB-URI https://asc.fasb.org/1943274/214747798/958-360-50-1)Reference 4: <http://www.xbrl.org/2003/role/disclosureRef-Name Accounting Standards Codification-Section 50-Paragraph 7-SubTopic 360-Topic 958-Publisher FASB-URI https://asc.fasb.org/1943274/214747798/958-360-50-7> + Details Name: us-gaap PropertyPlantAndEquipmentDisclosureTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 25 R14.htm IDEA: XBRL DOCUMENT v3.24.3 Other Noncurrent Assets 9 Months Ended Sep. 30, 2024 Other Assets [Abstract] A Other Noncurrent Assets Other Noncurrent AssetsOther noncurrent assets consisted of the following (in thousands):September 30,2024December 31,2023Unamortized cloud computing implementation costs\$11,822A \$15,047A Other intangible assets, net1,521A 2,433A Other noncurrent assets\$13,343A \$17,480A X - ReferencesNo definition available. + Details Name: us-gaap OtherAssetsAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for other assets. This disclosure includes other current assets and other noncurrent assets. + ReferencesNo definition available. + Details Name: us-gaap OtherAssetsDisclosureTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 26 R15.htm IDEA: XBRL DOCUMENT v3.24.3 Leases 9 Months Ended Sep. 30, 2024 Leases [Abstract] A Leases LeasesThe Company has operating leases for corporate and field offices, and certain equipment. The Company's leases have remaining lease terms of less than one year to 11 years, some of which include options to extend the leases for up to seven years, and some of which include options to terminate the leases within one year. Operating lease expense was \$20.6A million and \$62.9A million for the three and nine months ended September 30, 2024, respectively, and \$22.2A million and \$67.1A million for the three and nine months ended September 30, 2023, respectively. Supplemental cash flow information related to leases consisted of the following (in thousands):Nine Months EndedSeptember 30,20242023Cash paid for operating lease liabilities\$71,637A \$71,633A Right-of-use assets obtained in exchange for new operating lease liabilities\$62,043A \$46,838A Supplemental balance sheet information related to leases consisted of the following: September 30,2024December 31,2023Weighted average remaining lease term for operating leases4.5 years4.3 yearsWeighted average discount rate for operating leases3.7A %3.2A %Future minimum lease payments under non-cancellable leases as of September 30, 2024, were as follows (in thousands):2024 (excluding the nine months ended September 30, 2024)\$20,068A 202572,344A 202658,755A 202738,844A 202826,474A Thereafter48,237A Less: Imputed interest(25,766)Present value of operating lease liabilities (a)\$238,956A (a) Includes the current portion of \$65.9 million for operating leases.As of September 30, 2024, the Company had additional future minimum lease obligations totaling \$16.2A million under executed operating lease contracts that had not yet commenced. These operating leases include agreements for corporate and field office facilities with lease terms of one to 11 years. X - ReferencesNo definition available. + Details Name: us-gaap LeasesAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for operating leases of lessee. Includes, but is not limited to, description of operating lease and maturity analysis of operating lease liability. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Publisher FASB-URI https://asc.fasb.org/842-20/tableOfContent> + Details Name: us-gaap LesseeOperatingLeasesTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 27 R16.htm IDEA: XBRL DOCUMENT v3.24.3 Goodwill 9 Months Ended Sep. 30, 2024 Goodwill and Intangible Assets Disclosure [Abstract] A Goodwill GoodwillThe following table sets forth the activity in goodwill from December 31, 2023 through September 30, 2024 (in thousands):Goodwill A Contract talent solutionsPermanent placement talent solutionsProtiviti A TotalBalance as of December 31, 2023\$134,287A \$26,131A \$77,552A \$237,970A Foreign currency translation adjustments82A 16A (91)7A Balance as of September 30, 2024\$134,369A \$26,147A \$77,461A \$237,977A X - ReferencesNo definition available. + Details Name: us-gaap GoodwillAndIntangibleAssetsDisclosureAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for goodwill. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef-Topic 350-SubTopic 20-Name Accounting Standards Codification-Section 55-Paragraph 24-Publisher FASB-URI https://asc.fasb.org/1943274/214748258/350-20-55-24>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 350-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 2-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/214748257/350-20-50-2](http://www.xbrl.org/2003/role/disclosureRef-Topic 350-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 2-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/214748257/350-20-50-2)Reference 3: <http://www.xbrl.org/2003/role/disclosureRef-Topic 350-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 1-Publisher FASB-URI https://asc.fasb.org/1943274/214748257/350-20-50-1>Reference 4: <http://www.xbrl.org/2003/role/disclosureRef-Topic 350-SubTopic 20-Name Accounting Standards Codification-Publisher FASB-URI https://asc.fasb.org/350-20/tableOfContent> + Details Name: us-gaap GoodwillDisclosureTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 28 R17.htm IDEA: XBRL DOCUMENT v3.24.3 Accrued Payroll and Benefit Costs 9 Months Ended Sep. 30, 2024 Payables and Accruals [Abstract] A Accrued Payroll and Benefit Costs Accrued Payroll and Benefit CostsAccrued payroll and benefit costs consisted of the following (in thousands):September 30,2024December 31,2023Payroll and benefits\$377,101A \$367,830A Payroll taxes12,351A 31,439A Workers' compensation14,965A 14,664A Accrued payroll and benefit costs\$404,417A \$413,933A X - DefinitionThe total of the carrying values as of the balance sheet date of obligations incurred through that date and payable for obligations related to services received from employees, such as accrued salaries and bonuses, payroll taxes and fringe benefits. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + ReferencesNo definition available. + Details Name: rhi\_EmployeeRelatedLiabilitiesCurrentDisclosureTextBlock Namespace Prefix: rhi\_Data Type: dtr-types1:textBlockItem Type Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap PayablesAndAccrualsAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration XML 29 R18.htm IDEA: XBRL DOCUMENT v3.24.3 Employee Deferred Compensation Plan Obligations 9 Months Ended Sep. 30, 2024 Deferred Compensation Plans [Abstract] A Employee Deferred Compensation Plan Obligations Employee Deferred Compensation Plan ObligationsThe Company provides various qualified defined contribution 401(k) plans covering eligible employees. The plans offer a savings feature with the Company matching employee contributions. Assets of this plan are held by an independent trustee for the sole benefit of participating employees. Nonqualified plans are provided for employees on a discretionary basis, including those not eligible for the qualified plans. These plans include provisions for salary deferrals and discretionary contributions. The asset value of the nonqualified plans was \$667.5A million and \$571.0A million as of September 30, 2024 and December 31, 2023, respectively. The Company holds these assets to satisfy the Company's liabilities under its deferred compensation plans. The liability value for the nonqualified plans was \$664.1A million and \$572.9A million as of September 30, 2024 and December 31, 2023, respectively.Contribution expenses for the Company's qualified and nonqualified defined contribution plans were \$11.8A million and \$36.6 million for the three and nine months ended September 30, 2024, respectively, and \$10.7 million and \$33.5 million for the three and nine months ended September 30, 2023, respectively.The Company has statutory defined contribution plans and defined benefit plans outside the United States of America, which are not material. X - DefinitionDeferred Compensation Plans + ReferencesNo definition available. + Details Name: rhi\_DeferredCompensationPlansAbstract Namespace Prefix: rhi\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionDeferred Compensation Plans [Text Block] + ReferencesNo definition available. + Details Name: rhi\_DeferredCompensationPlansTextBlock Namespace Prefix: rhi\_Data Type: dtr-types1:textBlockItem Type Balance Type: na Period Type: duration XML 30 R19.htm IDEA: XBRL DOCUMENT v3.24.3 Commitments and Contingencies 9 Months Ended Sep. 30, 2024 Commitments and Contingencies Disclosure [Abstract] A Commitments and Contingencies Commitments and ContingenciesOn March 23, 2015, Plaintiff Jessica Gentry, on her own behalf and on behalf of a putative class of allegedly similarly situated individuals, filed a complaint against the Company in the Superior Court of California, San Francisco County, which was subsequently amended on October 23, 2015. The complaint alleges that a putative class of current and former employees of the Company working in California since March 13, 2010, were denied compensation for the time they spent interviewing for temporary and permanent employment opportunities as well as performing activities related to the interview process. Gentry seeks recovery on her own behalf and on behalf of the putative class in an unspecified amount for this allegedly unpaid compensation. Gentry also seeks recovery of an unspecified amount for the alleged failure of the Company to provide her and the putative class with accurate wage statements. Gentry also seeks an unspecified amount of other damages, attorneys' fees, and statutory penalties, including penalties for allegedly not paying all wages due upon separation to former employees and statutory penalties on behalf of herself and other allegedly aggrieved employees as defined by California's Labor Code Private Attorneys General Act (PAGA). On January 4, 2016, the Court denied a motion by the Company to compel all of Gentry's claims, except the PAGA claim, to individual arbitration. On March 8, 2024, the Court issued an order certifying: (1) a class of California-based temporary employees who attended at least one uncompensated interview with a third-party client at any time since March 13, 2010; (2) a subclass of class members who held a prior temporary job assignment before interviewing for a subsequent assignment; and (3) a subclass of class members who are no longer employed by the Company (i.e., a "waiting time penalties" subclass). At this stage of the litigation, it is not feasible to predict the outcome of or a range of loss, should a loss occur, from this proceeding and, accordingly, no amounts have been provided in the Company's Financial Statements. The Company believes it has meritorious defenses to the allegations and the Company intends to continue to vigorously defend against the litigation. On April 6, 2018, Plaintiff Shari Dorff, on her own behalf and on behalf of a putative class of allegedly similarly situated individuals, filed a complaint against the Company in the Superior Court of California, County of Los Angeles. In addition to certain claims individual to Plaintiff Dorff, the complaint alleges that salaried recruiters based in California have been misclassified as exempt employees and seeks an unspecified amount for: unpaid wages resulting from such alleged misclassification; alleged failure to provide a reasonable opportunity to take meal periods and rest breaks; alleged failure to pay wages on a timely basis both during employment and upon separation; alleged failure to comply with California requirements regarding wage statements and record-keeping; and alleged improper denial of expense reimbursement. Plaintiff Dorff also seeks an unspecified amount of other damages, attorneys' fees, and penalties, including but not limited to statutory penalties on behalf of herself and other allegedly aggrieved employees as defined by PAGA. At this stage of the litigation, it is not feasible to predict the outcome of or a range of loss, should a loss occur, from this proceeding and, accordingly, no amounts have been provided in the Company's Financial Statements. The Company believes it has meritorious defenses to the allegations and the Company intends to continue to vigorously defend against the litigation. The Company is involved in a number of other lawsuits arising in the ordinary course of business. While management does not expect any of these other matters to have a material adverse effect on the Company's results of operations, financial position or cash flows, litigation is subject to certain inherent uncertainties. Legal costs associated with the resolution of claims, lawsuits and other contingencies are expensed as incurred. The Company has an unsecured revolving credit facility (the "Credit Agreement") of \$100.0A million, which matures May 2026. Borrowings under the Credit Agreement will bear interest in accordance with the terms of the borrowing which will be calculated according to the adjusted term Secured Overnight Financing Rate (SOFR), or an alternative base rate, plus an applicable margin. The Credit Agreement is subject to certain financial covenants, and the Company was in compliance with these covenants as of September 30, 2024. There were no borrowings under the Credit Agreement as of September 30, 2024, or December 31, 2023. X - ReferencesNo definition available. + Details Name: us-gaap CommitmentsAndContingenciesDisclosureAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for commitments and contingencies. + ReferencesReference 1: <http://www.xbrl.org/2009/role/commonPracticeRef-Topic 405-SubTopic 10-Name Accounting Standards Codification-Publisher FASB-URI https://asc.fasb.org/405-30/tableOfContent>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 440-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 4-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482648/440-10-50-4](http://www.xbrl.org/2003/role/disclosureRef-Topic 440-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 4-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482648/440-10-50-4)Reference 3: <http://www.xbrl.org/2009/role/commonPracticeRef-Topic 450-Name Accounting Standards Codification-Publisher FASB-URI https://asc.fasb.org/450/tableOfContent>Reference 4: [http://www.xbrl.org/2003/role/disclosureRef-Topic 954-SubTopic 440-Name Accounting Standards Codification-Section 50-Paragraph 1-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/214747852/954-440-50-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 954-SubTopic 440-Name Accounting Standards Codification-Section 50-Paragraph 1-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/214747852/954-440-50-1)Reference 5: [http://www.xbrl.org/2003/role/disclosureRef-Topic 440-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 4-Subparagraph \(c\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482648/440-10-50-4](http://www.xbrl.org/2003/role/disclosureRef-Topic 440-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 4-Subparagraph (c)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482648/440-10-50-4)Reference 6: <http://fasb.org/us-gaap/role/ref/legacyRef-Topic 440-Name Accounting Standards Codification-Publisher FASB-URI https://asc.fasb.org/440/tableOfContent> + Details Name: us-



Exchange Commission (SEC). The comparative year-end Condensed Consolidated Statement of Financial Position data presented was derived from audited financial statements. In the opinion of management, all adjustments (consisting of only normal recurring adjustments) necessary for a fair statement of the financial position and results of operations for the periods presented have been included. These Financial Statements should be read in conjunction with the audited Consolidated Financial Statements of the Company for the year ended December 31, 2023, included in its Annual Report on Form 10-K. The results of operations for any interim period are not necessarily indicative of, nor comparable to, the results of operations for a full year. Principles of Consolidation Principles of Consolidation. The Financial Statements include the accounts of the Company and its subsidiaries, all of which are wholly-owned. All intercompany balances and transactions have been eliminated in consolidation. Use of Estimates Use of Estimates. The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. As of September 30, 2024, such estimates include allowances for credit losses, variable consideration, workers' compensation losses, accrued medical expenses, income and other taxes, and assumptions used in the Company's goodwill impairment assessment and in the valuation of stock grants subject to market conditions. Actual results and outcomes may differ from management's estimates and assumptions. Service Revenues and Costs of Services Service Revenues. The Company derives its revenues from three segments: contract talent solutions, permanent placement talent solutions, and Protiviti. Revenues are recognized when promised goods or services are delivered to customers in an amount that reflects the consideration the Company expects to be entitled to in exchange for those goods or services. See Note C for further discussion of the revenue recognition accounting policy. Costs of Services. Direct costs of contract talent solutions consist of payroll, payroll taxes, and benefit costs for the Company's engagement professionals, as well as reimbursable expenses. Direct costs of permanent placement talent solutions consist of reimbursable expenses. Protiviti direct costs of services include professional staff payroll, payroll taxes and benefit costs, as well as reimbursable expenses. Advertising Costs Advertising Costs. The Company expenses all advertising costs as incurred. (Income) Loss from Investments Held in Employee Deferred Compensation Trusts (Income) Loss from Investments Held in Employee Deferred Compensation Trusts. Under the Company's employee deferred compensation plans, employees direct the investment of their account balances, and the Company invests amounts held in the associated investment trusts consistent with these directions. As realized and unrealized investment gains and losses occur, the Company's employee deferred compensation plan obligations change and adjustments are recorded in selling, general and administrative expenses or, in the case of Protiviti, costs of services. The value of the related investment trust assets also changes by an equal and offsetting amount, leaving no net cost to the Company. The Company's (income) loss from investments held in employee deferred compensation trusts consists of unrealized and realized gains and losses, and dividend income from trust investments and is presented separately on the unaudited Condensed Consolidated Statements of Operations. Comprehensive Income (Loss) Comprehensive Income (Loss). Comprehensive income (loss) includes net income and certain other items that are recorded directly to stockholders' equity. The Company's only sources of other comprehensive income (loss) are foreign currency translation and foreign defined benefit plan adjustments. Fair Value of Financial Instruments Fair Value of Financial Instruments. Assets and liabilities recorded at fair value are measured and classified in accordance with a three-tier fair value hierarchy based on the observability of the inputs available in the market to measure fair value, summarized as follows: Level 1: Observable inputs for identical assets or liabilities, such as quoted prices in active markets; Level 2: Inputs other than the quoted prices in active markets that are observable either directly or indirectly; Level 3: Unobservable inputs in which there is little or no market data, which requires management's best estimates and assumptions that market participants would use in pricing the asset or liability. The carrying value of cash, net accounts receivable, and accounts payable and accrued expenses approximates fair value because of their short-term nature. The Company holds mutual funds and money market funds to satisfy its obligations under its employee deferred compensation plans, which are carried at fair value based on quoted market prices in active markets for identical assets (level 1). Allowance for Credit Losses Allowance for Credit Losses. The Company is exposed to credit losses resulting from the inability of its customers to make required payments. The Company establishes an allowance for these potential credit losses based on its review of customers' credit profiles, historical loss statistics, prepayments, recoveries, age of customer receivable balances, current business conditions and macroeconomic trends. The Company considers risk characteristics of trade receivables based on asset type and geographical locations to evaluate trade receivables on a collective basis. The Company applies credit loss estimates to these pooled receivables to determine expected credit losses. Recently Adopted Accounting Pronouncements/Recently Issued Accounting Pronouncements Not Yet Adopted Recently Adopted Accounting Pronouncements None. Recently Issued Accounting Pronouncements Not Yet Adopted Segment Reporting. In December 2023, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) No. 2023-07, Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures. The amendments in the ASU are intended to improve reportable segment disclosure requirements primarily through enhanced disclosures about significant segment expenses. This ASU is effective for public filers for fiscal periods beginning after December 15, 2023, and interim periods beginning after December 15, 2024, however early adoption is permitted. The Company will first apply this amendment to its annual disclosures for the year ending December 31, 2024, and expects this amendment will result in additional disclosures to the Company's segment financial information footnote. This amendment is not expected to have a material impact on the Company's consolidated financial statements. Income Tax Disclosures. In December 2023, the FASB issued ASU No. 2023-09, Income Taxes (Topic 740): Improvements to Income Tax Disclosures. Under this ASU, public filers must disclose annually (1) specific categories in the rate reconciliation, and (2) provide additional information for reconciling items that meet a quantitative threshold, if the effect of those reconciling items is equal to or greater than five percent of the amount computed by multiplying pretax income by the applicable statutory income tax rate. The new guidance is effective for public filers for annual periods beginning after December 15, 2024. Early adoption is permitted. The Company is currently evaluating the impact of the new guidance on its consolidated financial statements and related disclosures. Commitments and Contingencies Legal costs associated with the resolution of claims, lawsuits and other contingencies are expensed as incurred. Treasury Stock The repurchased shares are held in treasury and are presented as if constructively retired. Treasury stock is accounted for using the cost method. Treasury stock activity for the nine months ended September 30, 2024 and 2023, (consisting of purchases of shares for the treasury) is presented in the unaudited Condensed Consolidated Statements of Stockholders' Equity. Repurchases of shares and issuances of dividends are applied first to the extent of retained earnings and any remaining amounts are applied to additional paid-in capital. X - Definition (Income) Loss from Investments Held in Employee Deferred Compensation Plan Trusts + References No definition available. + Details Name: rhi\_IncomeLossFromInvestmentsHeldInEmployeeDeferredCompensationPlanTrustsPolicyTextBlock Namespace Prefix: rhi\_Data Type: dtr-types1:textBlockItem Type Balance Type: na Period Type: duration X - Definition Nature of Operations Policy [Policy Text Block] + References No definition available. + Details Name: rhi\_NatureOfOperationsPolicyTextBlock Namespace Prefix: rhi\_Data Type: dtr-types1:textBlockItem Type Balance Type: na Period Type: duration X - Definition Treasury Stock Policy [Policy Text Block] + References No definition available. + Details Name: rhi\_TreasuryStockPolicyTextBlock Namespace Prefix: rhi\_Data Type: dtr-types1:textBlockItem Type Balance Type: na Period Type: duration X - References No definition available. + Details Name: us-gaap\_AccountingPoliciesAbstract Namespace Prefix: us-gaap\_Data Type: xbrl:stringItem Type Balance Type: na Period Type: duration X - Definition Disclosure of accounting policy for advertising cost. + References Reference 1: [http://www.xbrl.org/2003/role/disclosureRef-Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph \(a\) -SubTopic 35 -Topic 720 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483406/720-35-50-1](http://www.xbrl.org/2003/role/disclosureRef-Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -SubTopic 35 -Topic 720 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483406/720-35-50-1) + Details Name: us-gaap\_AdvertisingCostsPolicyTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Disclosure of accounting policy for basis of accounting, or basis of presentation, used to prepare the financial statements (for example, US Generally Accepted Accounting Principles, Other Comprehensive Basis of Accounting, IFRS). + References No definition available. + Details Name: us-gaap\_BasisOfAccountingPolicyTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Disclosure of accounting policy for commitments and contingencies, which may include policies for recognizing and measuring loss and gain contingencies. + References Reference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 954 -SubTopic 450 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477850/954-450-50-1> Reference 2: [http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Topic 460 -SubTopic 10 -Section 50 -Paragraph 8 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482425/460-10-50-8](http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Topic 460 -SubTopic 10 -Section 50 -Paragraph 8 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482425/460-10-50-8) + Details Name: us-gaap\_CommitmentsAndContingenciesPolicyTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Disclosure of accounting policy for comprehensive income. + References No definition available. + Details Name: us-gaap\_ComprehensiveIncomePolicyTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Disclosure of accounting policy regarding (1) the principles it follows in consolidating or combining the separate financial statements, including the principles followed in determining the inclusion or exclusion of subsidiaries or other entities in the consolidated or combined financial statements and (2) its treatment of interests (for example, common stock, a partnership interest or other means of exerting influence) in other entities, for example consolidation or use of the equity or cost methods of accounting. The accounting policy may also address the accounting treatment for intercompany accounts and transactions, noncontrolling interest, and the income statement treatment in consolidation for issuances of stock by a subsidiary. + References Reference 1: [http://www.xbrl.org/2003/role/exampleRef-Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483426/235-10-50-4](http://www.xbrl.org/2003/role/exampleRef-Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483426/235-10-50-4) Reference 2: <http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1> + Details Name: us-gaap\_ConsolidationPolicyTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Disclosure of accounting policy for credit loss on financial instrument measured at amortized cost basis, net investment in lease, off-balance sheet credit exposure, and available-for-sale debt security. Includes, but is not limited to, methodology used to estimate allowance for credit loss, how writeoff of uncollectible amount is recognized, and determination of past due status and nonaccrual status. + References Reference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph \(SAB Topic 6.M.2.Q4\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483530/326-20-599-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 599 -Paragraph 1 -Subparagraph (SAB Topic 6.M.2.Q4) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483530/326-20-599-1) Reference 2: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 14 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-14> Reference 3: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 30 -Paragraph 5A -Publisher FASB -URI https://asc.fasb.org/1943274/2147479391/326-20-30-5A> Reference 4: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 3C -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-3C> Reference 5: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 8A -Publisher FASB -URI https://asc.fasb.org/1943274/2147479366/326-20-50-8A> Reference 6: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 3D -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-3D> Reference 7: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479344/326-20-45-5> Reference 8: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 30 -Name Accounting Standards Codification -Section 30 -Paragraph 1B -Publisher FASB -URI https://asc.fasb.org/1943274/2147479175/326-30-30-1B> Reference 9: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 3C -Publisher FASB -URI https://asc.fasb.org/1943274/2147479106/326-30-50-3C> Reference 10: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 3A -Publisher FASB -URI https://asc.fasb.org/1943274/2147479106/326-30-50-3A> Reference 11: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 3D -Publisher FASB -URI https://asc.fasb.org/1943274/2147479106/326-30-50-3D> Reference 12: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 30 -Name Accounting Standards Codification -Section 35 -Paragraph 13A -Publisher FASB -URI https://asc.fasb.org/1943274/2147479148/326-30-35-13A> Reference 13: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 30 -Paragraph 4A -Publisher FASB -URI https://asc.fasb.org/1943274/2147479391/326-20-30-4A> Reference 14: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 30 -Name Accounting Standards Codification -Section 35 -Paragraph 7A -Publisher FASB -URI https://asc.fasb.org/1943274/2147479148/326-30-35-7A> Reference 15: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 21 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-21> Reference 16: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-11> Reference 17: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479106/326-30-50-7> Reference 18: <http://www.xbrl.org/2003/role/disclosureRef-Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 17 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-17> + Details Name: us-gaap\_CreditLossFinancialInstrumentPolicyTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Disclosure of accounting policy for fair value measurements of financial and non-financial assets, liabilities and instruments classified in shareholders' equity. Disclosures include, but are not limited to, how an entity that manages a group of financial assets and liabilities on the basis of its net exposure measures the fair value of those assets and liabilities. + References No definition available. + Details Name: us-gaap\_FairValueMeasurementPolicyTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Disclosure of accounting policy pertaining to new accounting pronouncements that may impact the entity's financial reporting. Includes, but is not limited to, quantification of the expected or actual impact. + References No definition available. + Details Name: us-gaap\_NewAccountingPronouncementsPolicyTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Disclosure of accounting policy for revenue from contract with customer. + References Reference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 17 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-17> Reference 2: <http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 19 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-19> Reference 3: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 18 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-18](http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 18 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-18) Reference 4: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph \(a\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20](http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20) Reference 5: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph \(b\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20](http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20) Reference 6: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph \(c\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20](http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20) Reference 7: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph \(d\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20](http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20) Reference 8: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph \(e\) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20](http://www.xbrl.org/2003/role/disclosureRef-Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20) Reference 9: [http://www.xbrl.org/2003/role/exampleRef-Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph \(a\) -SubTopic 235 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483426/235-10-50-4](http://www.xbrl.org/2003/role/exampleRef-Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -SubTopic 235 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483426/235-10-50-4) Reference 10: <http://www.xbrl.org/2003/role/disclosureRef-Name Accounting Standards Codification -Topic 606 -Publisher FASB -URI https://asc.fasb.org/606/tableOfContent> + Details Name: us-gaap\_RevenueFromContractWithCustomerPolicyTextBlock Namespace Prefix: us-gaap\_Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Disclosure of accounting policy for the use of estimates in the preparation of financial statements in conformity with generally accepted accounting principles. + References Reference 1: <http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-9> Reference 2: <http://fasb.org/us->

gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-4Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b) -SubTopic 10 -Topic 275 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c) -SubTopic 10 -Topic 275 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-1Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 11 -SubTopic 10 -Topic 275 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-11Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 12 -SubTopic 10 -Topic 275 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-12Reference 7: http://asc.fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-8 + Details Name: us-gaap UseOfEstimates Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 36 R25.htm IDEA: XBRL DOCUMENT v3.24.3 Summary of Significant Accounting Policies (Tables) 9 Months Ended Sep. 30, 2024 Accounting Policies [Abstract] A Schedule of Employee Deferred Compensation Plans The following table presents the Company's (income) loss from investments held in employee deferred compensation trusts (in thousands): Three Months Ended September 30, Nine Months Ended September 30, 2024 2023 2022 2021 2020 Dividend incomes (3,007) \$(2,361) \$(7,705) \$(6,156) Realized and unrealized (gains) losses (26,233) 16,636A (80,634) (35,207) (Income) loss from investments held in employee deferred compensation trusts (which is completely offset by related costs and expenses) \$(29,230) \$14,275A \$(88,339) \$(41,363) The following table presents the Company's increase (decrease) in employee deferred compensation costs and expense related to changes in the fair value of trust assets for its nonqualified employee deferred compensation plans (in thousands): Three Months Ended September 30, Nine Months Ended September 30, 2024 2023 2022 2021 2020 Increase (decrease) in employee deferred compensation costs and expense related to changes in the fair value of trust assets \$29,230A \$(14,275) \$88,339A \$41,363A Schedule of Allocation of Plan Assets The following tables summarize the Company's financial instruments by significant category and fair value measurement on a recurring basis (in thousands): Fair Value Measurements Using Balance at September 30, 2024 Quoted Prices in Active Markets for Identical Assets (Level 1) Significant Other Observable Inputs (Level 2) Significant Unobservable Inputs (Level 3) Cash equivalents Money market funds \$308,436A \$308,436A \$A \$A \$A Employee deferred compensation trust assets Money market funds \$126,542A \$126,542A \$A \$A \$A Mutual funds - bond \$39,692A \$39,692A \$A \$A \$A Mutual funds - stock \$391,463A \$391,463A \$A \$A \$A Mutual funds - blend \$109,812A \$109,812A \$A \$A \$A Total employee deferred compensation trust assets \$667,509A \$667,509A \$A \$A \$A Fair Value Measurements Using Balance at December 31, 2023 Quoted Prices in Active Markets for Identical Assets (Level 1) Significant Other Observable Inputs (Level 2) Significant Unobservable Inputs (Level 3) Cash equivalents Money market funds \$351,230A \$351,230A \$A \$A \$A Employee deferred compensation trust assets Money market funds \$124,710A \$124,710A \$A \$A \$A Mutual funds - bond \$35,373A \$35,373A \$A \$A \$A Mutual funds - stock \$316,764A \$316,764A \$A \$A \$A Mutual funds - blend \$94,199A \$94,199A \$A \$A \$A Total employee deferred compensation trust assets \$571,046A \$571,046A \$A \$A \$A Schedule of Accounts Receivable, Allowance for Credit Loss The following table sets forth the activity in the allowance for credit losses from December 31, 2023, through September 30, 2024 (in thousands): Allowance for Credit Losses Balance as of December 31, 2023 \$25,189A Charges to expense \$2,481A Deductions (5,351) Other, including foreign currency translation adjustments \$142A Balance as of September 30, 2024 \$22,261A X - References No definition available. + Details Name: us-gaap Accounting Policies Abstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Definition Tabular disclosure of allowance for credit loss on accounts receivable. + References Reference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-13 + Details Name: us-gaap Accounts Receivable Allowance For Credit Loss Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Tabular disclosure of pension and other postretirement benefit arrangements with individual employees, which are generally based on employment contracts between the entity and one or more selected officers or key employees, and which contain a promise by the employer to pay certain amounts at designated future dates, usually including a period after retirement, upon compliance with stipulated requirements. This type of arrangement is distinguished from broader based employee benefit plans as it is usually tailored to the employee. Disclosure also typically includes the amount of related compensation expense recognized during the reporting period and the carrying amount as of the balance sheet date of the related liability. + References Reference 1: http://asc.fasb.org/us-gaap/role/ref/legacyRef -Topic 710 -SubTopic 10 -Name Accounting Standards Codification -Section 25 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483070/710-10-25-9Reference 2: http://asc.fasb.org/us-gaap/role/ref/legacyRef -Topic 710 -SubTopic 10 -Name Accounting Standards Codification -Section 30 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483043/710-10-30-1 + Details Name: us-gaap Deferred Compensation Arrangement With Individual Disclosure Postretirement Benefits Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Tabular disclosure of the major categories of plan assets of pension plans and/or other employee benefit plans. This information may include, but is not limited to, the target allocation of plan assets, the fair value of each major category of plan assets, and the level within the fair value hierarchy in which the fair value measurements fall. + References Reference 1: http://asc.fasb.org/us-gaap/role/ref/legacyRef -Topic 715 -SubTopic 20 -Subparagraph (d)(5) -Name Accounting Standards Codification -Paragraph 1 -Section 50 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480567/715-20-50-1 + Details Name: us-gaap Schedule Of Allocation Of Plan Assets Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 37 R26.htm IDEA: XBRL DOCUMENT v3.24.3 Revenue Recognition (Tables) 9 Months Ended Sep. 30, 2024 Revenue from Contract with Customer [Abstract] A Schedule of Revenue Disaggregated by Functional Specialization and Segments The following table presents the Company's revenues disaggregated by functional specialization and segment (in thousands): Three Months Ended September 30, Nine Months Ended September 30, 2024 2023 2022 2021 2020 Contract talent solutions Finance and accounting \$614,131A \$676,588A \$1,879,221A \$2,175,812A Administrative and customer support 178,404A 196,565A 568,685A 626,938A Technology 160,184A 170,574A 476,053A 546,432A Elimination of intersegment revenues (a) (122,321) (100,630) (351,601) (341,228) Total contract talent solutions \$830,403A \$943,097A \$2,572,358A \$3,007,954A Permanent placement talent solutions 123,275A 139,931A 379,105A 445,922A Protiviti 511,326A 480,784A 1,462,002A 1,465,749A Total service revenues \$1,465,004A \$1,563,812A \$4,413,465A \$4,919,625A (a) Service revenues for finance and accounting, administrative and customer support, and technology include intersegment revenues, which represent revenues from services provided to the Company's Protiviti segment in connection with the Company's blended business solutions. Intersegment revenues for each functional specialization are aggregated and then eliminated as a single line. Schedule of Contract Liability Activity The following table sets forth the activity in contract liabilities from December 31, 2023, through September 30, 2024 (in thousands): Contract Liabilities Balance as of December 31, 2023 \$24,574A A A A Payments in advance of satisfaction of performance obligations 28,922A A A A Revenue recognized (35,768) A A A Other, including translation adjustments 15A Balance as of September 30, 2024 \$17,843A X - Definition Tabular disclosure of receivable, contract asset, and contract liability from contract with customer. Includes, but is not limited to, change in contract asset and contract liability. + References Reference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-10 + Details Name: us-gaap Contract With Customer Asset And Liability Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Tabular disclosure of disaggregation of revenue into categories depicting how nature, amount, timing, and uncertainty of revenue and cash flows are affected by economic factor. + References Reference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-5 + Details Name: us-gaap Disaggregation Of Revenue Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - References No definition available. + Details Name: us-gaap Revenue From Contract With Customer Abstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration XML 38 R27.htm IDEA: XBRL DOCUMENT v3.24.3 Other Current Assets (Tables) 9 Months Ended Sep. 30, 2024 Deferred Costs, Capitalized, Prepaid, and Other Assets Disclosure [Abstract] A Schedule of Other Current Assets Other current assets consisted of the following (in thousands): September 30, 2024 December 31, 2023 Prepaid expenses \$5,940A \$67,999A Unamortized cloud computing implementation costs 29,504A 31,009A Other 47,485A 34,433A Other current assets \$132,929A \$133,481A X - References No definition available. + Details Name: us-gaap Deferred Costs Capitalized Prepaid And Other Assets Disclosure Abstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Definition Tabular disclosure of the carrying amounts of other current assets. + References No definition available. + Details Name: us-gaap Schedule Of Other Current Assets Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 39 R28.htm IDEA: XBRL DOCUMENT v3.24.3 Property and Equipment, Net (Tables) 9 Months Ended Sep. 30, 2024 Property, Plant and Equipment [Abstract] A Schedule of Components of Property and Equipment Property and equipment consisted of the following (in thousands): September 30, 2024 December 31, 2023 Computer hardware \$133,563A \$150,165A Computer software 223,364A 220,004A Furniture and equipment 96,917A 99,547A Leasehold improvements 198,525A 187,806A Property and equipment, cost \$522,369A \$572,222A Accumulated depreciation (532,781) (548,713) Property and equipment, net \$119,588A \$108,809A X - References No definition available. + Details Name: us-gaap Property Plant And Equipment Abstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Definition Tabular disclosure of physical assets used in the normal conduct of business and not intended for resale. Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated depreciation. + References Reference 1: http://asc.fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -SubTopic 10 -Topic 360 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1 + Details Name: us-gaap Property Plant And Equipment Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 40 R29.htm IDEA: XBRL DOCUMENT v3.24.3 Other Noncurrent Assets (Tables) 9 Months Ended Sep. 30, 2024 Other Assets [Abstract] A Schedule of Noncurrent Assets Other noncurrent assets consisted of the following (in thousands): September 30, 2024 December 31, 2023 Unamortized cloud computing implementation costs \$11,822A \$15,047A Other intangible assets, net 5,212A 2,433A Other noncurrent assets \$13,343A \$17,480A X - References No definition available. + Details Name: us-gaap Other Assets Abstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Definition Tabular disclosure of noncurrent assets. + References Reference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(17)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap Schedule Of Other Assets Noncurrent Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 41 R30.htm IDEA: XBRL DOCUMENT v3.24.3 Leases (Tables) 9 Months Ended Sep. 30, 2024 Leases [Abstract] A Schedule of Supplemental Cash Flow Information Supplemental cash flow information related to leases consisted of the following (in thousands): Nine Months Ended September 30, 2024 2023 Cash paid for operating lease liabilities \$71,637A \$71,633A Right-of-use assets obtained in exchange for new operating lease liabilities \$62,043A \$46,838A Schedule of Supplemental Balance Sheet Information Supplemental balance sheet information related to leases consisted of the following: September 30, 2024 December 31, 2023 Weighted average remaining lease term for operating leases 4.5 years 4.3 years Weighted average discount rate for operating leases 3.7A % 3.2A % Schedule of Future Minimum Lease Payments Future minimum lease payments under non-cancellable leases as of September 30, 2024, were as follows (in thousands): 2024 (excluding the nine months ended September 30, 2024) \$20,068A 2025 27,344A 2026 26,575A 2027 26,844A 2028 26,474A Thereafter 48,237A Less: Imputed interest (25,766) Present value of operating lease liabilities (a) \$238,956A (a) Includes the current portion of \$65.9 million for operating leases. X - Definition Assets And Liabilities, Lessee [Table Text Block] + References No definition available. + Details Name: rhi AssetsAndLiabilitiesLessee Table Text Block Namespace Prefix: rhi Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - Definition Tabular disclosure of lessee's lease cost. Includes, but is not limited to, interest expense for finance lease, amortization of right-of-use asset for finance lease, operating lease cost, short-term lease cost, variable lease cost and sublease income. + References Reference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap Lease Cost Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration X - References No definition available. + Details Name: us-gaap Leases Abstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Definition Tabular disclosure of undiscounted cash flows of lessee's operating lease liability. Includes, but is not limited to, reconciliation of undiscounted cash flows to operating lease liability recognized in statement of financial position. + References Reference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap Lessee Operating Lease Liability Maturity Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 42 R31.htm IDEA: XBRL DOCUMENT v3.24.3 Goodwill (Tables) 9 Months Ended Sep. 30, 2024 Goodwill and Intangible Assets Disclosure [Abstract] A Schedule of Goodwill The following table sets forth the activity in goodwill from December 31, 2023 through September 30, 2024 (in thousands): Goodwill A Contract talent solutions Permanent placement talent solutions Protiviti A Total Balance as of December 31, 2023 \$134,287A \$26,131A \$77,552A \$237,970A Foreign currency translation adjustments \$82A 16A (917)A Balance as of September 30, 2024 \$134,369A \$26,147A \$77,461A \$237,977A X - References No definition available. + Details Name: us-gaap Goodwill And Intangible Assets Disclosure Abstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Definition Tabular disclosure of goodwill by reportable segment and in total which includes a rollover schedule. + References Reference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482548/350-20-55-24Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 6: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 7: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 8: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 9: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 10: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 11: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1AReference 12: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-2 + Details Name: us-gaap Schedule Of Goodwill Table Text Block Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItem Type Balance Type: na Period Type: duration XML 43 R32.htm IDEA: XBRL DOCUMENT v3.24.3 Accrued Payroll and Benefit Costs (Tables) 9

Months Ended Sep. 30, 2024 Payables and Accruals [Abstract] A Schedule of Accrued Payroll and Benefit Costs Accrued payroll and benefit costs consisted of the following (in thousands):September 30,2024December 31,2023Payroll and benefits\$377,101A \$367,830A Payroll taxes12,351A 11,439A Workersâ€¢ compensation14,965A 14,664A Accrued payroll and benefit costs\$404,417A \$413,933A X - ReferencesNo definition available. + Details Name: us-gaap PayablesAndAccrualsAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the components of accrued liabilities. + ReferencesNo definition available. + Details Name: us-gaap ScheduleOfAccruedLiabilitiesTableTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 44 R33.htm IDEA: XBRL DOCUMENT v3.24.3 Stockholders' Equity (Tables) 9 Months Ended Sep. 30, 2024 Equity [Abstract] A Schedule of Number and Cost of Common Stock Shares Repurchased The number and the cost of common stock shares repurchased during the nine months ended September 30, 2024 and 2023, are reflected in the following table (in thousands):A Nine Months EndedSeptember 30,A 20242023Common stock repurchased (in shares)2,460A 2,362A Common stock repurchased\$171,047A \$175,005A Schedule of Number and Cost of Employee Stock Plan Repurchases The number and the cost of employee stock plan repurchases made during the nine months ended September 30, 2024 and 2023, are reflected in the following table (in thousands):A Nine Months EndedSeptember 30,A 20242023Repurchases related to employee stock plans (in shares)272A 285A Repurchases related to employee stock plans\$21,508A \$21,848A X - ReferencesNo definition available. + Details Name: us-gaap EquityAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the details pertaining to each employee stock ownership plan. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 40 -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480489/718-40-50-1 + Details Name: us-gaap ScheduleOfEmployeeStockOwnershipPlanESOPDisclosuresTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of treasury stock, including, but not limited to, average cost per share, description of share repurchase program, shares repurchased, shares held for each class of treasury stock. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 30 -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481520/505-30-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 30 -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481520/505-30-50-3Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 30 -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481520/505-30-50-4Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 30 -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481549/505-30-45-1 + Details Name: us-gaap ScheduleOfTreasuryStockByClassTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 45 R34.htm IDEA: XBRL DOCUMENT v3.24.3 Net Income Per Share (Tables) 9 Months Ended Sep. 30, 2024 Earnings Per Share [Abstract] A Schedule of Calculation of Net Income Per Share The calculation of net income per share for the three and nine months ended September 30, 2024 and 2023, is reflected in the following table (in thousands, except per share amounts):A Three Months EndedSeptember 30,Nine Months EndedSeptember 30,A 2024202320242023Net income\$65,451A \$95,545A \$197,308A \$323,842A Basic:Weighted average shares102,175A 105,340A 103,034A 105,950A Diluted:Weighted average shares102,175A 105,340A 103,034A 105,950A Dilutive effect of potential common shares218A 470A 337A 500A Diluted weighted average shares102,393A 105,810A 103,371A 106,450A Net income per share:Basic\$0.64A \$0.91A \$1.91A \$3.06A Diluted\$0.64A \$0.90A \$1.91A \$3.04A X - ReferencesNo definition available. + Details Name: us-gaap EarningsPerShareAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of an entity's basic and diluted earnings per share calculations, including a reconciliation of numerators and denominators of the basic and diluted per-share computations for income from continuing operations. + ReferencesReference 1: http://www.xbrli.org/2009/role/commonPracticeRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1 + Details Name: us-gaap ScheduleOfEarningsPerShareBasicAndDilutedTableTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 46 R35.htm IDEA: XBRL DOCUMENT v3.24.3 Segment Segments (Tables) 9 Months Ended Sep. 30, 2024 Segment Reporting [Abstract] A Schedule of Reconciliation of Revenue and Operating Income by Reportable Segment to Consolidated Results The following table provides a reconciliation of service revenues and segment income by reportable segment to consolidated results for the three and nine months ended September 30, 2024 and 2023 (in thousands):A Three Months EndedSeptember 30,Nine Months EndedSeptember 30,A 2024202320242023Service revenuesContract talent solutions\$830,403A \$943,097A \$2,572,358A \$3,007,954A Permanent placement talent solutions123,275A 139,931A 379,105A 445,922A Protiviti511,326A 480,784A 1,462,002A 1,465,004A \$1,563,812A \$4,413,465A \$4,919,625A Segment incomeContract talent solutions\$25,844A \$58,475A \$114,108A \$241,937A Permanent placement talent solutions12,187A 19,055A 40,190A 64,612A Protiviti52,069A 52,402A 111,960A 134,789A Combined segment income100,100A 129,932A 266,258A 441,338A Amortization of intangible assets305A 720A 913A 2,162A Interest income, net(5,391)(16,990)(17,276)Income before income taxes\$95,186A \$136,343A \$282,335A \$456,452A X - DefinitionTabular disclosure of the profit or loss and total assets for each reportable segment. An entity discloses certain information on each reportable segment if the amounts (a) are included in the measure of segment profit or loss reviewed by the chief operating decision maker or (b) are otherwise regularly provided to the chief operating decision maker, even if not included in that measure of segment profit or loss. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 280 -SubTopic 10 -Section 50 -Paragraph 25 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-25Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 280 -SubTopic 10 -Section 50 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 280 -SubTopic 10 -Section 50 -Paragraph 30 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30 + Details Name: us-gaap ScheduleOfSegmentReportingInformationBySegmentTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap SegmentReportingAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 47 R36.htm IDEA: XBRL DOCUMENT v3.24.3 Subsequent Events (Tables) 9 Months Ended Sep. 30, 2024 Subsequent Events [Abstract] A Schedule of Subsequent Events On October 29, 2024, the company announced the following:Quarterly dividend per share\$0.53Declaration dateOctober 29, 2024Record dateNovember 25, 2024Payment dateDecember 13, 2024 X - DefinitionTabular disclosure of significant events or transactions that occurred after the balance sheet date through the date the financial statements were issued or the date the financial statements were available to be issued. Examples include: the sale of a capital stock issue, purchase of a business, settlement of litigation, losses resulting from fire or flood, losses on receivables, significant realized and unrealized gains and losses that result from changes in quoted market prices of securities, declines in market prices of inventory, changes in authorized or issued debt (SEC), significant foreign exchange rate changes, substantial loans to insiders or affiliates, significant long-term investments, and substantial dividends not in the ordinary course of business. + ReferencesReference 1: http://www.xbrli.org/2009/role/commonPracticeRef -Topic 855 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483399/855-10-50-2 + Details Name: us-gaap ScheduleOfSubsequentEventsTextBlock Namespace Prefix: us-gaap Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap SubsequentEventsAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 48 R37.htm IDEA: XBRL DOCUMENT v3.24.3 Summary of Significant Accounting Policies - Narrative (Details) \$ in Millions 3 Months Ended 9 Months Ended Sep. 30, 2024 USD (\$) Sep. 30, 2023 USD (\$) Sep. 30, 2024 USD (\$) segment Sep. 30, 2023 USD (\$) Accounting Policies [Abstract] A A A Number of reportable segments | segment A A 3 A Advertising expense | \$ 13.0 \$ 13.4 \$ 40.8 \$ 41.3 X - ReferencesNo definition available. + Details Name: us-gaap AccountingPoliciesAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount charged to advertising expense for the period, which are expenses incurred with the objective of increasing revenue for a specified brand, product or product line. + ReferencesReference 1: http://www.xbrli.org/2003/role/exampleRef -Topic 720 -SubTopic 35 -Name Accounting Standards Codification -Section 55 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483385/720-35-55-1Reference 2: http://www.xbrli.org/2003/role/disclosureRef -Topic 720 -SubTopic 35 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483406/720-35-50-1 + Details Name: us-gaap AdvertisingExpense Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionNumber of segments reported by the entity. A reportable segment is a component of an entity for which there is an accounting requirement to report separate financial information on that component in the entity's financial statements. + ReferencesReference 1: http://www.xbrli.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 47 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483785/280-10-55-47Reference 2: http://www.xbrli.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 54 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483785/280-10-55-54Reference 3: http://www.xbrli.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 18 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-18 + Details Name: us-gaap NumberOfReportableSegments Namespace Prefix: us-gaap Data Type: xbrli:integerItemType Balance Type: na Period Type: duration XML 49 R38.htm IDEA: XBRL DOCUMENT v3.24.3 Summary of Significant Accounting Policies - Schedule of Company's (Income) Loss and Related Expenses from Investments Held in Employee Deferred Compensation Trusts (Details) - USD (\$) \$ in Thousands 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Accounting Policies [Abstract] A A A Dividend income \$ (3,007) \$ (2,361) \$ (7,705) \$ (6,156) Realized and unrealized (gains) losses (26,223) 16,636 (80,634) (35,207) (Income) loss from investments held in employee deferred compensation trusts (which is completely offset by related costs and expenses) (29,230) 14,275 (88,339) (41,363) Increase (decrease) in employee deferred compensation costs and expense related to changes in the fair value of trust assets \$ 29,230 \$ (14,275) \$ 88,339 \$ 41,363 X - DefinitionDeferred Compensation Plan, Dividend Income + ReferencesNo definition available. + Details Name: rhi DeferredCompensationPlanDividendIncome Namespace Prefix: rhi Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionDeferred Compensation Plan, Investment Income + ReferencesNo definition available. + Details Name: rhi DeferredCompensationPlanInvestmentIncome Namespace Prefix: rhi Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionDeferred Compensation Plan, Realized and Unrealized Gain (Loss) + ReferencesNo definition available. + Details Name: rhi DeferredCompensationPlanRealizedAndUnrealizedGainLoss Namespace Prefix: rhi Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap AccountingPoliciesAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe compensation expense recognized during the period pertaining to the deferred compensation arrangement. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 710 -SubTopic 10 -Name Accounting Standards Codification -Section 30 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483043/710-10-30-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 10 -Section 50 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-1 + Details Name: us-gaap DeferredCompensationArrangementWithIndividualCompensationExpense Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration XML 50 R39.htm IDEA: XBRL DOCUMENT v3.24.3 Summary of Significant Accounting Policies - Schedule of Composition of Underlying Assets Comprising Company's Deferred Compensation Plan Assets (Details) - USD (\$) \$ in Thousands Sep. 30, 2024 Dec. 31, 2023 Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets \$ 667,509 \$ 571,046 Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 667,509 571,046 Quoted Prices in Active Markets for Identical Assets (Level 1) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 667,509 571,046 Significant Other Observable Inputs (Level 2) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 0 0 Mutual funds - bond | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 0 0 Mutual funds - stock | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 391,463 316,764 Mutual funds - stock | Quoted Prices in Active Markets for Identical Assets (Level 1) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 391,463 316,764 Mutual funds - stock | Significant Other Observable Inputs (Level 2) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 0 0 Mutual funds - bond | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 0 0 Mutual funds - bond | Significant Unobservable Inputs (Level 3) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 109,812 94,199 Mutual funds - bond | Quoted Prices in Active Markets for Identical Assets (Level 1) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 109,812 94,199 Mutual funds - bond | Significant Other Observable Inputs (Level 2) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 0 0 Mutual funds - bond | Significant Unobservable Inputs (Level 3) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 391,463 316,764 Mutual funds - stock | Significant Other Observable Inputs (Level 2) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 0 0 Mutual funds - stock | Significant Unobservable Inputs (Level 3) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 0 0 Mutual funds - stock | Significant Unobservable Inputs (Level 3) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Employee deferred compensation trust assets 0 0 Mutual funds - stock | Significant Unobservable Inputs (Level 3) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Cash equivalents 308,436 351,230 Money market funds | Quoted Prices in Active Markets for Identical Assets (Level 1) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Cash equivalents 308,436 351,230 Money market funds | Significant Other Observable Inputs (Level 2) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Cash equivalents 0 0 Money market funds | Significant Unobservable Inputs (Level 3) | Recurring A A Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items] A A Cash equivalents \$ 0 \$ 0 X -



rhi ContractWithCustomerLiabilityRevenueRecognizedExcludingOpeningBalance Namespace Prefix: rhi Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionContract with Customer, Liability, Other, Including Translation Adjustments + ReferencesNo definition available. + Details Name: rhi ContractWithCustomerLiabilityOtherIncludingTranslationAdjustments Namespace Prefix: rhi Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionIncrease (Decrease) in Contract with Customer, Liability + ReferencesNo definition available. + Details Name: rhi IncreaseDecreaseInContractWithCustomerLiabilityRollForward Namespace Prefix: rhi Data Type: xbrli:stringItemBalance Type: na Period Type: duration X - DefinitionAmount of obligation to transfer good or service to customer for which consideration has been received or is receivable. + ReferencesReference 1: <http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 1-Publisher FASB-URI https://asc.fasb.org/1943274/2147479837/606-10-45-1>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 8-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-8](http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 8-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-8)Reference 3: <http://www.xbrl.org/2003/role/disclosureRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 2-Publisher FASB-URI https://asc.fasb.org/1943274/2147479837/606-10-45-2> + Details Name: us-gaap ContractWithCustomerLiability Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of revenue recognized arising from contract liability from change in timeframe for performance obligation to be satisfied. + ReferencesReference 1: [http://www.xbrl.org/2003/role/exampleRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 10-Subparagraph \(e\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-10](http://www.xbrl.org/2003/role/exampleRef-Topic 606-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 10-Subparagraph (e)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479806/606-10-50-10) + Details Name: us-gaap ContractWithCustomerLiabilityChangeInTimeframePerformanceObligationSatisfiedRevenueRecognized Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration XML 55 R44.htm IDEA: XBRL DOCUMENT v3.24.3 Other Current Assets (Details) - USD (\$) \$ in Thousands Sep. 30, 2024 Dec. 31, 2023 Deferred Costs, Capitalized, Prepaid, and Other Assets Disclosure [Abstract] A A Prepaid expenses \$ 55,940 + \$ 67,999 Unamortized cloud computing implementation costs 29,504 31,049 Other 47,485 34,433 Other current assets \$ 132,929 + \$ 133,481 X - DefinitionCapitalized Computer Software, Gross, Current + ReferencesNo definition available. + Details Name: rhi CapitalizedComputerSoftwareGrossCurrent Namespace Prefix: rhi Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap DeferredCostsCapitalizedPrepaidAndOtherAssetsDisclosureAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemBalance Type: na Period Type: duration X - DefinitionAmount of current assets classified as other. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef-Topic 852-SubTopic 10-Name Accounting Standards Codification-Section 55-Paragraph 10-Subparagraph 1-Publisher FASB-URI https://asc.fasb.org/1943274/2147481372/852-10-55-10>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(8\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.5-02(8))-Publisher FASB-URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1) + Details Name: us-gaap OtherAssetsCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of other miscellaneous assets expected to be realized or consumed within one year or operating cycle, if longer. + ReferencesNo definition available. + Details Name: us-gaap OtherAssetsMiscellaneousCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of asset related to consideration paid in advance for costs that provide economic benefits within a future period of one year or the normal operating cycle, if longer. + ReferencesReference 1: [http://www.xbrl.org/2003/role/exampleRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 1-Subparagraph \(g\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147483467/210-10-45-1](http://www.xbrl.org/2003/role/exampleRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section 45-Paragraph 1-Subparagraph (g)-Publisher FASB-URI https://asc.fasb.org/1943274/2147483467/210-10-45-1)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(7\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.5-02(7))-Publisher FASB-URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1)Reference 3: <http://www.xbrl.org/2003/role/disclosureRef-Topic 340-SubTopic 10-Name Accounting Standards Codification-Section 05-Paragraph 5-Publisher FASB-URI https://asc.fasb.org/1943274/2147482955/340-10-05-5>Reference 4: <https://asc.fasb.org/1943274/2147483032/340-10-45-1> + Details Name: us-gaap PrepaidExpenseCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant XML 56 R45.htm IDEA: XBRL DOCUMENT v3.24.3 Property and Equipment, Net (Details) - USD (\$) \$ in Thousands Sep. 30, 2024 Dec. 31, 2023 Property, Plant and Equipment [Line Items] A A Property and equipment, cost \$ 652,369 + \$ 657,522 Accumulated depreciation (532,781) (548,713) Property and equipment, net 119,588 108,809 Computer hardware A A Property, Plant and Equipment [Line Items] A A Property and equipment, cost 133,563 150,165 Computer software A A Property, Plant and Equipment [Line Items] A A Property and equipment, cost 223,364 220,004 Furniture and equipment A A Property, Plant and Equipment [Line Items] A A Property and equipment, cost 96,917 99,547 Leasehold improvements A A Property, Plant and Equipment [Line Items] A A Property and equipment, cost \$ 198,525 + \$ 187,806 X - DefinitionAmount of accumulated depreciation, depletion and amortization for physical assets used in the normal conduct of business to produce goods and services. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph \(SX 210.7-03\(a\)\(8\)\(b\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.7-03(a)(8)(b))-Publisher FASB-URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(14\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.5-02(14))-Publisher FASB-URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1)Reference 3: [http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification-Topic 360-SubTopic 10-Section 50-Paragraph 1-Subparagraph \(c\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482099/360-10-50-1](http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification-Topic 360-SubTopic 10-Section 50-Paragraph 1-Subparagraph (c)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482099/360-10-50-1) + Details Name: us-gaap AccumulatedDepreciationDepletionAndAmortizationPropertyPlantAndEquipment Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount before accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph \(SX 210.7-03\(a\)\(8\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.7-03(a)(8))-Publisher FASB-URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(13\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.5-02(13))-Publisher FASB-URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1)Reference 3: [http://fasb.org/us-gaap/role/ref/legacyRef-Topic 360-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 1-Subparagraph \(b\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482099/360-10-50-1](http://fasb.org/us-gaap/role/ref/legacyRef-Topic 360-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 1-Subparagraph (b)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482099/360-10-50-1) + Details Name: us-gaap PropertyPlantAndEquipmentGross Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 7A-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-7A](http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 7A-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-7A) + Details Name: us-gaap PropertyPlantAndEquipmentLineItems Namespace Prefix: us-gaap Data Type: xbrli:stringItemBalance Type: na Period Type: duration X - DefinitionAmount after accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business to produce goods and services and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures. + ReferencesReference 1: <http://fasb.org/us-gaap/role/ref/legacyRef-Name Accounting Standards Codification-Section 50-Paragraph 1-SubTopic 10-Topic 360-Publisher FASB-URI https://asc.fasb.org/1943274/2147482099/360-10-50-1>Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 7A-Subparagraph \(a\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-7A](http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 7A-Subparagraph (a)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-7A)Reference 3: <http://www.xbrl.org/2003/role/exampleRef-Topic 852-SubTopic 10-Name Accounting Standards Codification-Section 55-Paragraph 10-Subparagraph 1-Publisher FASB-URI https://asc.fasb.org/1943274/2147481372/852-10-55-10>Reference 4: [http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph \(SX 210.7-03\(a\)\(8\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 944-SubTopic 210-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.7-03(a)(8))-Publisher FASB-URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1)Reference 5: <http://www.xbrl.org/2003/role/disclosureRef-Topic 942-SubTopic 360-Name Accounting Standards Codification-Section 50-Paragraph 1-Publisher FASB-URI https://asc.fasb.org/1943274/2147478451/942-360-50-1> + Details Name: us-gaap PropertyPlantAndEquipmentNet Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - Details Name: us-gaap PropertyPlantAndEquipmentByTypeAxis=rhi ComputerSoftwareMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap PropertyPlantAndEquipmentByTypeAxis=rhi ComputerSoftwareMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap PropertyPlantAndEquipmentByTypeAxis=us-gaap LeaseholdImprovementsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap PropertyPlantAndEquipmentByTypeAxis=us-gaap LeaseholdImprovementsMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 57 R46.htm IDEA: XBRL DOCUMENT v3.24.3 Other Noncurrent Assets (Details) - USD (\$) \$ in Thousands Sep. 30, 2024 Dec. 31, 2023 Other Assets [Abstract] A A Unamortized cloud computing implementation costs \$ 11,822 + \$ 15,047 Other intangible assets, net 1,521 2,433 Other noncurrent assets \$ 13,343 + \$ 17,480 X - DefinitionCapitalized Computer Software, Gross, Noncurrent + ReferencesNo definition available. + Details Name: rhi CapitalizedComputerSoftwareGrossNoncurrent Namespace Prefix: rhi Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap OtherAssetsAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemBalance Type: na Period Type: duration X - DefinitionAmount of noncurrent assets classified as other. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph \(SX 210.5-02\(17\)\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1](http://www.xbrl.org/2003/role/disclosureRef-Topic 210-SubTopic 10-Name Accounting Standards Codification-Section S99-Paragraph 1-Subparagraph (SX 210.5-02(17))-Publisher FASB-URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1) + Details Name: us-gaap OtherAssetsNoncurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount after accumulated amortization of finite-lived and indefinite-lived intangible assets classified as other. + ReferencesNo definition available. + Details Name: us-gaap OtherIntangibleAssetsNet Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant XML 58 R47.htm IDEA: XBRL DOCUMENT v3.24.3 Leases - Narrative (Details) - USD (\$) \$ in Millions 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2024 Sep. 30, 2023 Lessee, Lease, Description [Line Items] A A A Option to extend lease term 7 years A 7 years A Option to terminate lease term A A 1 year A Operating lease expense \$ 20.6 + \$ 22.2 + \$ 62.9 + \$ 67.1 Operating leases, not yet commenced, amount \$ 16.2 A A 16.2 A Minimum A A A Lessee, Lease, Description [Line Items] A A A Remaining lease terms 1 year A 1 year A Operating leases, not yet commenced, term 1 year A 1 year A Maximum A A A A Lessee, Lease, Description [Line Items] A A A Remaining lease terms 11 years A 11 years A Operating leases, not yet commenced, term 11 years A 11 years A X - DefinitionLessee, Operating Lease, Termination Period + ReferencesNo definition available. + Details Name: rhi LesseeOperatingLeaseTerminationPeriod Namespace Prefix: rhi Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 7A-Subparagraph \(c\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-7A](http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 7A-Subparagraph (c)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-7A)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 7A-Subparagraph \(c\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-3](http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 7A-Subparagraph (c)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-3) + Details Name: us-gaap LesseeOperatingLeaseLeaseNotYetCommencedTermOfContract1 Namespace Prefix: us-gaap Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - DefinitionRemaining lease term of operating lease, in 'PnYnMnDtnHnMns' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 7A-Subparagraph \(c\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-3](http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 7A-Subparagraph (c)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-3)Reference 2: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 3-Subparagraph \(a\)\(1\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479041/842-20-50-3](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 3-Subparagraph (a)(1)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479041/842-20-50-3) + Details Name: us-gaap LesseeOperatingLeaseRemainingLeaseTerm Namespace Prefix: us-gaap Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - DefinitionTerm of lessor's operating lease renewal, in 'PnYnMnDtnHnMns' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. + ReferencesReference 1: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic 842-SubTopic 30-Name Accounting Standards Codification-Section 50-Paragraph 3-Subparagraph \(a\)\(3\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479773/842-30-50-3](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 842-SubTopic 30-Name Accounting Standards Codification-Section 50-Paragraph 3-Subparagraph (a)(3)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479773/842-30-50-3) + Details Name: us-gaap LessorOperatingLeaseRenewalTerm Namespace Prefix: us-gaap Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - DefinitionAmount of operating lease expense. Excludes sublease income. + ReferencesReference 1: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 45-Paragraph 4-Subparagraph \(b\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479041/842-20-45-4](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 45-Paragraph 4-Subparagraph (b)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479041/842-20-45-4) + Details Name: us-gaap OperatingLeaseExpense Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of unrecorded obligation to transfer funds in future for fixed or minimum amount or quantity of product and service at fixed or minimum price. Includes, but is not limited to, lease not yet commenced and take-or-pay and throughput contracts. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 440-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 4-Subparagraph \(b\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482648/440-10-50-4](http://www.xbrl.org/2003/role/disclosureRef-Topic 440-SubTopic 10-Name Accounting Standards Codification-Section 50-Paragraph 4-Subparagraph (b)-Publisher FASB-URI https://asc.fasb.org/1943274/2147482648/440-10-50-4)Reference 2: [http://www.xbrl.org/2009/role/commonPracticeRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 3-Subparagraph \(b\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-3](http://www.xbrl.org/2009/role/commonPracticeRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 3-Subparagraph (b)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-3) + Details Name: us-gaap UnrecordedUnconditionalPurchaseObligationBalanceSheetAmount Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: srt RangeAxis=srt MinimumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt RangeAxis=srt MaximumMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 59 R48.htm IDEA: XBRL DOCUMENT v3.24.3 Leases - Schedule of Lease Cost and Other Information (Details) - USD (\$) \$ in Thousands 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Dec. 31, 2023 Cash Flow, Operating Activities, Lessee [Abstract] A A A Cash paid for operating lease liabilities \$ 71,637 + \$ 71,633 A Right-of-use assets obtained in exchange for new operating lease liabilities \$ 62,043 + \$ 46,838 A Weighted average remaining lease term: A A A Weighted average remaining lease term for operating leases 4 years 6 months A 4 years 3 months 18 days Operating Leases, Weighted Average Discount Rate, Percent A A A Weighted average discount rate for operating leases 3.70% A 3.20% X - DefinitionOperating Leases, Weighted Average Discount Rate, Percent [Abstract] + ReferencesNo definition available. + Details Name: rhi OperatingLeasesWeightedAverageDiscountRatePercentAbstract Namespace Prefix: rhi Data Type: xbrli:stringItemBalance Type: na Period Type: duration X - DefinitionOperating Leases, Weighted Average Remaining Lease Term [Abstract] + ReferencesNo definition available. + Details Name: rhi OperatingLeasesWeightedAverageRemainingLeaseTermAbstract Namespace Prefix: rhi Data Type: xbrli:stringItemBalance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap CashFlowOperatingActivitiesLesseeAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItemBalance Type: na Period Type: duration X - DefinitionAmount of cash outflow from operating lease, excluding payments to bring another asset to condition and location necessary for its intended use. + ReferencesReference 1: [http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 45-Paragraph 5-Subparagraph \(c\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479041/842-20-45-5](http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 45-Paragraph 5-Subparagraph (c)-Publisher FASB-URI https://asc.fasb.org/1943274/2147479041/842-20-45-5)Reference 2: [http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 4-Subparagraph \(g\)\(1\)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-4](http://www.xbrl.org/2003/role/disclosureRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 50-Paragraph 4-Subparagraph (g)(1)-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-50-4) + Details Name: us-gaap OperatingLeasePayments Namespace Prefix: us-gaap Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionWeighted average discount rate for operating lease calculated at point in time. + ReferencesReference 1: <http://www.xbrl.org/2003/role/exampleRef-Topic 842-SubTopic 20-Name Accounting Standards Codification-Section 55-Paragraph 53-Publisher FASB-URI https://asc.fasb.org/1943274/2147478964/842-20-55-53>

https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(4) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap OperatingLeaseWeightedAverageDiscountRatePercent Namespace Prefix: us-gaap Data Type: dtr-types:percentItem Type Balance Type: na Period Type: instant X - Definition Weighted average remaining lease term for operating lease, in 'PnYnMdnHnMns' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap OperatingLeaseWeightedAverageRemainingLeaseTerm1 Namespace Prefix: us-gaap Data Type: xbrli:durationItem Type Balance Type: na Period Type: instant X - Definition Amount of increase in right-of-use asset obtained in exchange for operating lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap RightOfUseAssetObtainedInExchangeForOperatingLeaseLiability Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration XML 60 R49.htm IDEA: XBRL DOCUMENT v3.24.3 Leases - Schedule of Future Minimum Lease Payments (Details) - USD (\$) in Thousands Sep. 30, 2024 Dec. 31, 2023 Lessee, Operating Lease, Liability, Payment, Due [Abstract] A A 2024 (excluding the nine months ended September A 30, 2024) \$ 20,068 A 2025 72,344 A 2026 58,755 A 2027 38,844 A 2028 26,474 A Thereafter 48,237 A Less: Imputed interest (25,766) A Present value of operating lease liabilities 238,956 A Current operating lease liabilities \$ 65,917 A \$ 80,459 X - Definition Lessee, Operating Lease, Liability, Payments, Due after Year Four + ReferencesNo definition available. + Details Name: rhi LesseeOperatingLeaseLiabilityPaymentsDueAfterYearFour Namespace Prefix: rhi Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - Definition Amount of lessee's undiscounted obligation for lease payment for operating lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap LesseeOperatingLeaseLiabilityPaymentsDue Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - Definition Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in next fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap LesseeOperatingLeaseLiabilityPaymentsDueNextTwelveMonths Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - Definition Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in fourth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap LesseeOperatingLeaseLiabilityPaymentsDueYearThree Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - Definition Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in second fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap LesseeOperatingLeaseLiabilityPaymentsDueYearTwo Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - Definition Amount of lessee's undiscounted obligation for lease payment for operating lease having initial or remaining lease term in excess of one year to be paid in remainder of current fiscal year. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap LesseeOperatingLeaseLiabilityPaymentsRemainderOfFiscalYear Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - Definition Amount of lessee's undiscounted obligation for lease payments in excess of discounted obligation for operating lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap LesseeOperatingLeaseLiabilityUndiscountedExcessAmount Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap OperatingLeaseLiabilitiesPaymentsDueAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Definition Present value of lessee's discounted obligation for lease payments from operating lease, classified as current. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap OperatingLeaseLiabilityCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant XML 61 R50.htm IDEA: XBRL DOCUMENT v3.24.3 Goodwill (Details) \$ in Thousands 9 Months Ended Sep. 30, 2024 USD (\$) Goodwill A Goodwill, beginning balance \$ 237,970 Foreign currency translation adjustments 7 Goodwill, ending balance 237,977 Contract talent solutions A Goodwill A Goodwill, beginning balance 134,287 Foreign currency translation adjustments 82 Goodwill, ending balance 134,369 Permanent placement talent solutions A Goodwill A Goodwill, beginning balance 26,131 Foreign currency translation adjustments 16 Goodwill, ending balance 26,147 Protiviti A Goodwill A Goodwill, beginning balance 77,552 Foreign currency translation adjustments (93) Goodwill, ending balance \$ 77,461 X - Definition Amount, after accumulated impairment loss, of asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 49 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-49Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482548/350-20-55-24Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(15)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482598/350-20-45-1Reference 7: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 8: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 20 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(10)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-20-10-599-1 + Details Name: us-gaap Goodwill Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: instant X - Definition Amount of foreign currency translation gain (loss) which increases (decreases) asset representing future economic benefit from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1 + Details Name: us-gaap GoodwillForeignCurrencyTranslationGainLoss Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: duration X - Definition A roll forward is a reconciliation of a concept from the beginning of a period to the end of a period. + ReferencesNo definition available. + Details Name: us-gaap GoodwillRollForward Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Details Name: us-gaap StatementBusinessSegmentsAxis=rhi ContractTalentSolutionsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap StatementBusinessSegmentsAxis=rhi ProtivitiMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap StatementBusinessSegmentsAxis=rhi PermanentPlacementTalentSolutionsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap StatementBusinessSegmentsAxis=rhi ProtivitiMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap Payroll v3.24.3 Accrued Payroll and Benefit Costs - (Details) - USD (\$) in Thousands Sep. 30, 2024 Dec. 31, 2023 Payables and Accruals [Abstract] A A Payroll and benefits \$ 377,101 A \$ 367,830 Payroll taxes 12,351 31,439 Workers'compensation 14,965 14,664 Accrued payroll and benefit costs \$ 404,417 A \$ 413,933 X - Definition Carrying value as of the balance sheet date of obligations incurred and payable for statutory payroll taxes incurred through that date and withheld from employees pertaining to services received from them, including entity's matching share of the employees FICA taxes and contributions to the state and federal unemployment insurance programs. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1 + Details Name: us-gaap AccruedPayrollTaxesCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - Definition Carrying value as of the balance sheet date of the obligations incurred through that date and payable for employees' services provided. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 8 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483467/210-10-45-8 + Details Name: us-gaap AccruedSalariesCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - Definition Total of the carrying values as of the balance sheet date of obligations incurred through that date and payable for obligations related to services received from employees, such as accrued salaries and bonuses, payroll taxes and fringe benefits. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1 + Details Name: us-gaap EmployeeRelatedLiabilitiesCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap PayablesAndAccrualsAbstract Namespace Prefix: us-gaap Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Definition Carrying value as of the balance sheet date of obligations and payables pertaining to claims incurred of a workers compensation nature. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1 + Details Name: us-gaap WorkersCompensationLiabilityCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant XML 63 R52.htm IDEA: XBRL DOCUMENT v3.24.3 Employee Deferred Compensation Plan Obligations - Narrative (Details) - USD (\$) in Thousands 3 Months Ended 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Sep. 30, 2023 Sep. 30, 2023 Dec. 31, 2023 Deferred Compensation Plans [Abstract] A A A A Employee deferred compensation trust assets \$ 667,509 A \$ 667,509 A \$ 571,046 Employee deferred compensation plan obligations 664,090 A 664,090 A \$ 572,913 Contribution expense \$ 11,800 \$ 10,700 \$ 36,600 \$ 33,500 A X - Definition Deferred Compensation Plan Assets, Current + ReferencesNo definition available. + Details Name: rhi DeferredCompensationPlanAssetsCurrent Namespace Prefix: rhi Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: instant X - Definition Deferred Compensation Plans + ReferencesNo definition available. + Details Name: rhi DeferredCompensationPlansAbstract Namespace Prefix: rhi Data Type: xbrli:stringItem Type Balance Type: na Period Type: duration X - Definition Aggregate carrying value as of the balance sheet date of the liabilities for all deferred compensation arrangements payable within one year (or the operating cycle, if longer). Represents currently earned compensation under compensation arrangements that is not actually paid until a later date. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 710 -SubTopic 10 -Name Accounting Standards Codification -Section 25 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483070/710-10-25-9Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 710 -SubTopic 10 -Section 30 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483043/710-10-30-2 + Details Name: us-gaap DeferredCompensationLiabilityCurrent Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - Definition Amount of discretionary contributions made by an employer to a defined contribution plan. + ReferencesNo definition available. + Details Name: us-gaap DefinedContributionPlanEmployerDiscretionaryContributionAmount Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: debit Period Type: duration XML 64 R53.htm IDEA: XBRL DOCUMENT v3.24.3 Commitments and Contingencies (Details) - USD (\$) 9 Months Ended Sep. 30, 2024 Dec. 31, 2023 Revolving Credit Facility | Line of Credit | Credit Agreement A A Loss Contingencies [Line Items] A A Unsecured revolving credit facility \$ 100,000,000 A Borrowings under credit agreement 0 \$ 0 Gentry Case A A Loss Contingencies [Line Items] A A Plaintiff seeks judgment in excess of A Shari Dorff A A Loss Contingencies [Line Items] A A Allegations loss \$ 0 A X - Definition Maximum borrowing capacity under the credit facility without consideration of any current restrictions on the amount that could be borrowed or the amounts currently outstanding under the facility. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(22)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(19)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-599-1 + Details Name: us-gaap LineOfCreditFacilityMaximumBorrowingCapacity Namespace Prefix: us-gaap Data Type: xbrli:monetaryItem Type Balance Type: credit Period Type: instant X - Definition Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 450 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483076/450-20-50-4Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 450 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483076/450-20-50-9Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 720 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483359/720-20-50-1Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 460 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -

Paragraph 27 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482395/460-10-55-27Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 450 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483076/450-20-50-9Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 450 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483076/450-20-50-4Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 460 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482425/460-10-50-3Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 450 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483076/450-20-50-1 + Details Name: us-gaap LossContingenciesLineItems Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe value (monetary amount) of the award the plaintiff seeks in the legal matter. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 450 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483076/450-20-50-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 450 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483076/450-20-50-4Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 450 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483076/450-20-50-9 + Details Name: us-gaap LossContingencyDamagesSoughtValue Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionReflects the estimated amount of loss from the specified contingency as of the balance sheet date. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 720 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483359/720-20-50-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 460 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 27 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482395/460-10-55-27Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 450 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483076/450-20-50-9Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 450 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483076/450-20-50-4Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 460 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482425/460-10-50-3Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 460 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482425/460-10-50-2 + Details Name: us-gaap LossContingencyEstimateOfPossibleLoss Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionReflects the total carrying amount as of the balance sheet date of debt having initial terms less than one year or the normal operating cycle, if longer. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(19)(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(13)) -Publisher FASB -URI https://asc.fasb.org/1943274/214748546/942-210-S99-1Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(16)(a)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/214747877/944-210-S99-1 + Details Name: us-gaap ShortTermBorrowings Namespace Prefix: us-gaap\_Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: us-gaap CreditFacilityAxis=us-gaap\_RevolvingCreditFacilityMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap ShortTermDebtTypeAxis=us-gaap\_LineOfCreditMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap DebtInstrumentAxis=rhi\_CreditAgreementMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt\_LitigationCaseAxis=rhi\_GentryCaseMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt\_LitigationCaseAxis=rhi\_ShariDorffMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 65 R54.htm IDEA: XBRL DOCUMENT v3.24.3 Stockholders' Equity - Narrative (Details) shares in Millions Sep 30, 2024 shares Equity [Abstract] A Maximum number of shares authorized to be repurchased (in shares) 8.3 X - DefinitionNumber of shares authorized to be purchased under share repurchase plan. Includes, but is not limited to, repurchase of stock and unit of ownership. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 505 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481520/505-30-50-4 + Details Name: srt\_StockRepurchaseProgramNumberOfSharesAuthorizedToBeRepurchased Namespace Prefix: srt\_Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap EquityAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 66 R55.htm IDEA: XBRL DOCUMENT v3.24.3 Stockholders' Equity - Number and Cost of Common Stock Shares Repurchased (Details) - USD (\$) shares in Thousands, \$ in Thousands 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Equity [Abstract] A Common stock repurchased (in shares) 2,460 2,362 Common stock repurchased \$ 171,047 \$ 175,005 X - DefinitionNumber of shares repurchased during the period that are held in treasury and are presented as if constructively retired. Some state laws may govern the circumstances under which an entity may acquire its own stock and prescribe the accounting treatment therefore. This element is used when state law does not recognize treasury stock. + ReferencesNo definition available. + Details Name: rhi\_CommonStockRepurchasedShares Namespace Prefix: rhi\_Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionThis element represents the value of stock that has been repurchased during the period that is held in treasury and is presented as if constructively retired. Some state laws may mandate the circumstances under which an entity may acquire its own stock and prescribe the accounting treatment therefore. This element is used when state law does not recognize treasury stock. + ReferencesNo definition available. + Details Name: rhi\_CommonStockRepurchasedValue Namespace Prefix: rhi\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap EquityAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 67 R56.htm IDEA: XBRL DOCUMENT v3.24.3 Stockholders' Equity - Schedule of Number and Cost of Employee Stock Plan Repurchases (Details) - USD (\$) shares in Thousands, \$ in Thousands 9 Months Ended Sep. 30, 2024 Sep. 30, 2023 Equity [Abstract] A Repurchases related to employee stock plans (in shares) 272 285 Repurchases related to employee stock plans \$ 21,508 \$ 21,848 X - DefinitionShares repurchased in connection with employee stock plans, whereby Company shares were tendered by employees for the payment of applicable withholding taxes and/or exercise price. + ReferencesNo definition available. + Details Name: rhi\_StockRepurchasedUnderEmployeeStockPlanDuringPeriodShares Namespace Prefix: rhi\_Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionValue of shares repurchased in connection with employee stock plans, whereby Company shares were tendered by employees for the payment of applicable withholding taxes and/or exercise price. + ReferencesNo definition available. + Details Name: rhi\_StockRepurchasedUnderEmployeeStockPlanDuringPeriodValue Namespace Prefix: rhi\_Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap EquityAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 68 R57.htm IDEA: XBRL DOCUMENT v3.24.3 Net Income Per Share (Details) - USD (\$) / shares in Units, shares in Thousands, \$ in Thousands 3 Months Ended 9 Months Ended Sep. 30, 2024 Jun. 30, 2024 Mar. 31, 2024 Sep. 30, 2023 Jun. 30, 2023 Mar. 31, 2023 Sep. 30, 2024 Sep. 30, 2023 Earnings Per Share [Abstract] A A A A A A A A Net income \$ 65,451 \$ 68,156 \$ 63,701 \$ 95,545 \$ 106,292 \$ 122,005 \$ 197,308 \$ 323,842 Basic: A A A A A A A A Weighted average shares (in shares) 102,175 A A 105,340 A A 103,034 105,950 Diluted: A A A A A A A A Weighted average shares (in shares) 102,175 A A 105,340 A A 103,034 105,950 Dilutive effect of potential common shares (in shares) 218 A A 470 A A 337 500 Diluted weighted average shares (in shares) 102,393 A A 105,810 A A 103,371 106,450 Net income per share: A A A A A A A A Basic (in usd per share) \$ 0.64 A A \$ 0.91 A A \$ 1.91 \$ 3.06 Diluted (in usd per share) \$ 0.64 A A \$ 0.90 A A \$ 1.91 \$ 3.04 X - ReferencesNo definition available. + Details Name: us-gaap EarningsPerShareAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe amount of net income (loss) for the period per each share of common stock or unit outstanding during the reporting period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-5Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-15Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (e)(4) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-7Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-2Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-10Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(25)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(27)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(23)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-7 + Details Name: us-gaap EarningsPerShareBasic Namespace Prefix: us-gaap\_Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap EarningsPerShareBasicAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap EarningsPerShareBasicTwoClassMethodAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe amount of net income (loss) for the period available to each share of common stock or common unit outstanding during the reporting period and to each share or unit that would have been outstanding assuming the issuance of common shares or units for all dilutive potential common shares or units outstanding during the reporting period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 52 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-52Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-15Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (e)(4) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-7Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-2Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(25)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(27)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(23)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-7 + Details Name: us-gaap EarningsPerShareDiluted Namespace Prefix: us-gaap\_Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap EarningsPerShareDilutedAbstract Namespace Prefix: us-gaap\_Data Type: xbrli:stringItemType Balance









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Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Excludes cash and cash equivalents within disposal group and discontinued operation."}}, "auth\_ref": {"r16", "r136", "r589"}, "us-gaap\_CashAndCashEquivalentsAxis": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashAndCashEquivalentsAxis", "presentation": "http://roberthalf.com/role/SummaryofSignificantAccountingPoliciesScheduleofCompositionofUnderlyingAssetsComprisingCompaniesDeferredCompensationPlanAssetsDetails"; "lang": {"en-us": {"role": {"terseLabel": "Cash and cash equivalents [Axis]", "label": "Cash and Cash Equivalents [Axis]", "documentation": "Information by type of cash and cash equivalent balance."}}, "auth\_ref": {"r136"}, "us-gaap\_CashAndCashEquivalentsFairValueDisclosure": {"xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashAndCashEquivalentsFairValueDisclosure", "crdr": "debit", "presentation": "http://roberthalf.com/role/SummaryofSignificantAccountingPoliciesScheduleofCompositionofUnderlyingAssetsComprisingCompaniesDeferredCompensationPlanAssetsDetails"; "lang": {"en-us": {"role": {"terseLabel": "Cash equivalents", "label": "Cash and Cash Equivalents, Fair Value Disclosure", "documentation": "Fair value portion of currency on hand as well as demand deposits with banks or financial institutions. Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Excludes cash and cash equivalents within disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates."}}, "auth\_ref": {"r16", "r65"}, "us-gaap\_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents": {"xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents", "crdr": "debit", "presentation": "http://roberthalf.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOF CASH FLOWS UNAUDITED"; "lang": {"en-us": {"role": {"periodStartLabel": "Cash and cash equivalents at beginning of period", "periodEndLabel": "Cash and cash equivalents at end of period", "label": "Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents", "documentation": "Amount of cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage. Excludes amount for disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates."}}, "auth\_ref": {"r16", "r65"}, "us-gaap\_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect": {"xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "crdr": "debit", "calculation": "http://roberthalf.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOF CASH FLOWS UNAUDITED"; "parentTag": null, "weight": null, "order": null, "root": true, "presentation": "http://roberthalf.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOF CASH FLOWS UNAUDITED"; "lang": {"en-us": {"role": {"totalLabel": "Change in cash and cash equivalents", "label": "Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Period Increase (Decrease), Including Exchange Rate Effect", "documentation": "Amount of increase (decrease) in cash, cash equivalents, and cash and cash equivalents restricted to withdrawal or usage; including effect from exchange rate change. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates."}}, "auth\_ref": {"r0", "r65"}, "us-gaap\_CashFlowOperatingActivitiesLesseeAbstract": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashFlowOperatingActivitiesLesseeAbstract";



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Includes, but is not limited to, change in contract asset and contract liability." } }, "auth\_ref": { "r712" } }, "us-gaap\_ContractWithCustomerLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerLiability", "crdr": "credit", "presentation": { "http://roberthalf.com/role/RevenueRecognitionScheduleofContractLiabilityActivityDetails", "lang": { "en-us": { "role": { "periodStartLabel": "Beginning balance", "periodEndLabel": "Ending balance", "label": "Contract with Customer, Liability", "documentation": "Amount of obligation to transfer good or service to customer for which consideration has been received or is receivable." } }, "auth\_ref": { "r338", "r339", "r358" } }, "us-gaap\_ContractWithCustomerLiabilityChangeInTimeframePerformanceObligationSatisfiedRevenueRecognized": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerLiabilityChangeInTimeframePerformanceObligationSatisfiedRevenueRecognized", "crdr": "credit", "presentation": { "http://roberthalf.com/role/RevenueRecognitionScheduleofContractLiabilityActivityDetails", "lang": { "en-us": { "role": { "terseLabel": "Payments in advance of satisfaction of performance obligations", "label": "Contract with Customer, Liability, Change in Timeframe, Performance Obligation Satisfied, Revenue Recognized", "documentation": "Amount of revenue recognized arising from contract liability from change in timeframe for performance obligation to be satisfied." } }, "auth\_ref": { "r615" } }, "rhi\_ContractWithCustomerLiabilityRevenueRecognizedExcludingOpeningBalance": { "xbrltype": "monetaryItemType", "nsuri": "http://roberthalf.com/20240930", "localname": "ContractWithCustomerLiabilityRevenueRecognizedExcludingOpeningBalance", "crdr": "credit", "presentation": { "http://roberthalf.com/role/RevenueRecognitionScheduleofContractLiabilityActivityDetails", "lang": { "en-us": { "role": { "negatedLabel": "Revenue recognized", "label": "Contract with Customer, Liability, Revenue Recognized, Excluding Opening Balance", "documentation": "Contract with Customer, Liability, Revenue Recognized, Excluding Opening Balance" } }, "auth\_ref": { "r1", "rhi\_ContractWithCustomerLiabilityOtherIncludingTranslationAdjustments": { "xbrltype": "monetaryItemType", "nsuri": "http://roberthalf.com/20240930", "localname": "ContractWithCustomerLiabilityOtherIncludingTranslationAdjustments", "crdr": "credit", "presentation": { "http://roberthalf.com/role/RevenueRecognitionScheduleofContractLiabilityActivityDetails", "lang": { "en-us": { "role": { "terseLabel": "Other, including translation adjustments", "label": "Contract with Customer, Liability, Other, Including Translation Adjustments", "documentation": "Contract with Customer, Liability, Other, Including Translation Adjustments" } }, "auth\_ref": { "r1", "us-gaap\_CostOfGoodsAndServicesSold": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostOfGoodsAndServicesSold", "crdr": "debit", "calculation": { "http://roberthalf.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFOPERATIONSUNAUDITED": { "parentTag": "us-gaap\_GrossProfit", "weight": -1.0, "order": 2.0 } }, "presentation": { "http://roberthalf.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFOPERATIONSUNAUDITED": { "lang": { "en-us": { "role": { "terseLabel": "Costs of services", "label": "Cost of Goods and Services Sold", "documentation": "The aggregate costs related to goods produced and sold and services rendered by an entity during the reporting period. 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Credit facilities provide capital to borrowers without the need to structure a loan for each borrowing." } }, "auth\_ref": { "r296", "r706", "r707" } }, "us-gaap\_CreditLossFinancialInstrumentPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CreditLossFinancialInstrumentPolicyTextBlock", "presentation": { "http://roberthalf.com/role/SummaryofSignificantAccountingPoliciesPolicies": { "lang": { "en-us": { "role": { "terseLabel": "Allowance for Credit Losses", "label": "Credit Loss, Financial Instrument [Policy Text Block]", "documentation": "Disclosure of accounting policy for credit loss on financial instrument measured at amortized cost basis, net investment in lease, off-balance sheet credit exposure, and available-for-sale debt security. Includes, but is not limited to, methodology used to estimate allowance for credit loss, how writeoff of uncollectible amount is recognized, and determination of past due status and nonaccrual status." } }, "auth\_ref": { "r239", "r240", "r241", "r243", "r244", "r250", "r251", "r252", "r253", "r254", "r255", "r256", "r257", "r258", "r259", "r260", "r261", "r262" } }, "dei\_CurrentFiscalYearEndDate": { "xbrltype": "gMonthDayItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CurrentFiscalYearEndDate", "presentation": { "http://roberthalf.com/role/CoverPage": { "lang": { "en-us": { "role": { "terseLabel": "Current Fiscal Year End Date", "label": "Current Fiscal Year End Date", "documentation": "End date of current fiscal year in the format --MM-DD--" } }, "auth\_ref": { "r1", "us-gaap\_DebtInstrumentAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentAxis", "presentation": { "http://roberthalf.com/role/CommitmentsandContingenciesDetails": { "lang": { "en-us": { "role": { "terseLabel": "Debt Instrument [Axis]", "label": "Debt Instrument [Axis]", "documentation": "Information by type of debt instrument, including, but not limited to, draws against credit facilities." } }, "auth\_ref": { "r11", "r39", "r40", "r80", "r82", "r163", "r308", "r309", "r310", "r311", "r312", "r313", "r314", "r315", "r316", "r317", "r318", "r319", "r320", "r321", "r322", "r323", "r609", "r610", "r611", "r612", "r613", "r635", "r667", "r696", "r697", "r698", "r723", "r724" } }, "us-gaap\_DebtInstrumentNameDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentNameDomain", "presentation": { "http://roberthalf.com/role/CommitmentsandContingenciesDetails": { "lang": { "en-us": { "role": { "terseLabel": "Debt Instrument, Name [Domain]", "label": "Debt Instrument, Name [Domain]", "documentation": "The name for the particular debt instrument or borrowing that distinguishes it from other debt instruments or borrowings, including draws against credit facilities." } }, "auth\_ref": { "r11", "r163", "r308", "r309", "r310", "r311", "r312", "r313", "r314", "r315", "r316", "r317", "r318", "r319", "r320", "r321", "r322", "r323", "r609", "r610", "r611", "r612", "r613", "r635", "r667", "r696", "r697", "r698", "r723", "r724" } }, "us-gaap\_DeferredCompensationArrangementWithIndividualCompensationExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredCompensationArrangementWithIndividualCompensationExpense", "crdr": "debit", "presentation": { "http://roberthalf.com/role/SummaryofSignificantAccountingPoliciesScheduleofCompanysIncomeLossandRelatedExpensesfromInvestmentsHeldinEmployeeDeferredCompensation": { "lang": { "en-us": { "role": { "verboseLabel": "Increase (decrease) in employee deferred compensation costs and expense related to changes in the fair value of trust assets", "label": "Deferred Compensation Arrangement with Individual, Compensation Expense", "documentation": "The compensation expense recognized during the period pertaining to the deferred compensation arrangement." } }, "auth\_ref": { "r32", "r76" } }, "us-gaap\_DeferredCompensationArrangementWithIndividualDisclosurePostretirementBenefitsTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredCompensationArrangementWithIndividualDisclosurePostretirementBenefitsTextBlock", "presentation": { "http://roberthalf.com/role/SummaryofSignificantAccountingPoliciesTables": { "lang": { "en-us": { "role": { "terseLabel": "Schedule of Employee Deferred Compensation Plans", "label": "Deferred Compensation Arrangement with Individual Disclosure, Postretirement Benefits [Table Text Block]", "documentation": "Tabular disclosure of pension and other postretirement benefit arrangements with individual employees, which are generally based on employment contracts between the entity and one or more selected officers or key employees, and which contain a promise by the employer to pay certain amounts at designated future dates, usually including a period after retirement, upon compliance with stipulated requirements. This type of arrangement is distinguished from broader based employee benefit plans as it is usually tailored to the employee. Disclosure also typically includes the amount of related compensation expense recognized during the reporting period and the carrying amount as of the balance sheet date of the related liability." } }, "auth\_ref": { "r75", "r76" } }, "us-gaap\_DeferredCompensationArrangementWithIndividualExcludingShareBasedPaymentsAndPostretirementBenefitsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredCompensationArrangementWithIndividualExcludingShareBasedPaymentsAndPostretirementBenefitsLineItems", "presentation": { "http://roberthalf.com/role/SummaryofSignificantAccountingPoliciesScheduleofCompositionofUnderlyingAssetsComprisingCompanysDeferredCompensationPlanAssetsDetails": { "lang": { "en-us": { "role": { "terseLabel": "Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items]", "label": "Deferred Compensation Arrangement with Individual, Excluding Share-based Payments and Postretirement Benefits [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated depreciation." } } }, "auth\_ref": { "r8": { "us-gaap\_PropertyPlantAndEquipmentTypeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentTypeDomain", "presentation": { "http://roberthalf.com/role/PropertyandEquipmentNetDetails": { "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment, Type [Domain]", "label": "Long-Lived Tangible Asset [Domain]", "documentation": "Listing of long-lived, physical assets that are used in the normal conduct of business to produce goods and services and not intended for resale. Examples include land, buildings, machinery and equipment, and other types of furniture and equipment including, but not limited to, office equipment, furniture and fixtures, and computer equipment and software." } } }, "auth\_ref": { "r71": { "r436": { "rhi\_ProtivitiMember": { "xbrltype": "domainItemType", "nsuri": "http://roberthalf.com/20240930", "localname": "ProtivitiMember", "presentation": { "http://roberthalf.com/role/BusinessSegmentsScheduleofReconciliationofRevenueandOperatingIncomebyReportableSegmenttoConsolidatedResultsDetails": { "http://roberthalf.com/role/GoodwillDetails": { "http://roberthalf.com/role/RevenueRecognitionScheduleofRevenueDisaggregatedbyLineofBusinessDetails": { "lang": { "en-us": { "role": { "terseLabel": "Protiviti", "label": "Protiviti [Member]", "documentation": "Protiviti" } } }, "auth\_ref": { "r11": { "us-gaap\_ProvisionForDoubtfulAccounts": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProvisionForDoubtfulAccounts", "crdr": "debit", "calculation": { "http://roberthalf.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWSUNAUDITED": { "parentTag": "us-gaap\_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 4.0 } }, "presentation": { "http://roberthalf.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWSUNAUDITED": { "lang": { "en-us": {



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Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated depreciation."}}}, "auth\_ref": {"r18", "r436"}], "us-gaap\_ScheduleOfSegmentReportingInformationBySegmentTable": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfSegmentReportingInformationBySegmentTable", "presentation": [{"http://roberthalf.com/role/BusinessSegmentsNarrativeDetails"}], "auth\_ref": {"r20", "r21", "r22"}], "us-gaap\_ScheduleOfSegmentReportingInformationBySegmentTextBlock": {"xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfSegmentReportingInformationBySegmentTextBlock", "presentation": [{"http://roberthalf.com/role/BusinessSegmentsTables"}], "lang": {"en-us": {"role": {"terseLabel": "Schedule of Reconciliation of Revenue and Operating Income by Reportable Segment to Consolidated Results", "label": "Schedule of Segment Reporting Information, by Segment [Table Text Block]", "documentation": "Tabular disclosure of the profit or loss and total assets for each reportable segment. An entity discloses certain information on each reportable segment if the amounts (a) are included in the measure of segment profit or loss reviewed by the chief operating decision maker or (b) are otherwise regularly provided to the chief operating decision maker, even if not included in that measure of segment profit or loss."}}}, "auth\_ref": {"r20", "r21", "r22"}], "us-gaap\_ScheduleOfSubsequentEventsTextBlock": {"xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfSubsequentEventsTextBlock", "presentation": [{"http://roberthalf.com/role/SubsequentEventsTables"}], "lang": {"en-us": {"role": {"terseLabel": "Schedule of Subsequent Events", "label": "Schedule of Subsequent Events [Table Text Block]", "documentation": "Tabular disclosure of significant events or transactions that occurred after the balance sheet date through the date the financial statements were issued or the date the financial statements were available to be issued. Examples include: the sale of a capital stock issue, purchase of a business, settlement of litigation, losses resulting from fire or flood, losses on receivables, significant realized and unrealized gains and losses that result from changes in quoted market prices of securities, declines in market prices of inventory, changes in authorized or issued debt (SEC), significant foreign exchange rate changes, substantial loans to insiders or affiliates, significant long-term investments, and substantial dividends not in the ordinary course of business."}}}, "auth\_ref": {"r733"}], "us-gaap\_ScheduleOfTreasuryStockByClassTextBlock": {"xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfTreasuryStockByClassTextBlock", "presentation": [{"http://roberthalf.com/role/StockholdersEquityTables"}], "lang": {"en-us": {"role": {"terseLabel": "Schedule of Number and Cost of Common Stock Shares Repurchased", "label": "Class of Treasury Stock [Table Text Block]", "documentation": "Tabular disclosure of treasury stock, including, but not limited to, average cost per share, description of share repurchase program, shares repurchased, shares held for each class of treasury stock."}}}, "auth\_ref": {"r26", "r27", "r28", "r29"}], "dei\_Security12bTitle": {"xbrltype": "securityTitleItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "Security12bTitle", "presentation": [{"http://roberthalf.com/role/CoverPage"}], "lang": {"en-us": {"role": {"terseLabel": "Title of 12(b) Security", "label": "Title of 12(b) Security", "documentation": "Title of a 12(b) registered security."}}}, "auth\_ref": {"r654"}], "dei\_SecurityExchangeName": {"xbrltype": "edgarExchangeCodeItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "SecurityExchangeName", "presentation": [{"http://roberthalf.com/role/CoverPage"}], "lang": {"en-us": {"role": {"terseLabel": "Security Exchange Name", "label": "Security Exchange Name", "documentation": "Name of the Exchange on which a security is registered."}}}, "auth\_ref": {"r656"}], "us-gaap\_SegmentDomain": {"xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentDomain", "presentation": [{"http://roberthalf.com/role/BusinessSegmentsScheduleofReconciliationofRevenueandOperatingIncomebyReportableSegmenttoConsolidatedResultsDetails"}], "auth\_ref": {"r87", "r88", "r89", "r90", "r196", "r199", "r202", "r203", "r204", "r205", "r206", "r207", "r208", "r209", "r210", "r211", "r212", "r213", "r215", "r216", "r217", "r218", "r219", "r220", "r221", "r222", "r223", "r224", "r225", "r230", "r267", "r268", "r269", "r270", "r271", "r272", "r273", "r274", "r275", "r281", "r284", "r285", "r476", "r477", "r478", "r479", "r480", "r481", "r482", "r483", "r484", "r485", "r486", "r487", "r488", "r489", "r600", "r601", "r606", "r641", "r642", "r643", "r644", "r645", "r646", "r647", "r648", "r649", "r650", "r651", "r652", "r653", "r654", "r655", "r656", "r657", "r658", "r659", "r660", "r661", "r662", "r663", "r664"}], "us-gaap\_SegmentReportingAbstract": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentReportingAbstract", "lang": {"en-us": {"role": {"terseLabel": "Segment Reporting [Abstract]", "label": "Segment Reporting [Abstract]"}}, "auth\_ref": {"r18", "r436"}], "us-gaap\_SegmentReportingDisclosureTextBlock": {"xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentReportingDisclosureTextBlock", "presentation": [{"http://roberthalf.com/role/BusinessSegments"}], "lang": {"en-us": {"role": {"terseLabel": "Business Segments", "label": "Segment Reporting Disclosure [Text Block]", "documentation": "The entire disclosure for reporting segments including data and tables. Reportable segments include those that meet any of the following quantitative thresholds a) its reported revenue, including sales to external customers and intersegment sales or transfers is 10 percent or more of the combined revenue, internal and external, of all operating segments b) the absolute amount of its reported profit or loss is 10 percent or more of the greater, in absolute amount of 1) the combined reported profit of all operating segments that did not report a loss or 2) the combined reported loss of all operating segments that did report a loss c) its assets are 10 percent or more of the combined assets of all operating segments."}}}, "auth\_ref": {"r90", "r196", "r198", "r199", "r200", "r201", "r202", "r214", "r216", "r217", "r222", "r223", "r224", "r225", "r226", "r227", "r228", "r230", "r596", "r598", "r599", "r600", "r602", "r603", "r604"}], "us-gaap\_SegmentReportingInformationLineItems": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentReportingInformationLineItems", "presentation": [{"http://roberthalf.com/role/BusinessSegmentsNarrativeDetails"}], "auth\_ref": {"r87", "r88", "r89", "r90", "r196", "r199", "r202", "r203", "r204", "r205", "r206", "r207", "r208", "r209", "r210", "r211", "r212", "r213", "r215", "r216", "r217", "r218", "r219", "r220", "r221", "r222", "r223", "r224", "r225", "r230", "r267", "r268", "r269", "r270", "r271", "r272", "r273", "r274", "r275", "r281", "r284", "r285", "r476", "r477", "r478", "r479", "r480", "r481", "r482", "r483", "r484", "r485", "r486", "r487", "r488", "r489", "r600", "r601", "r606", "r641", "r642", "r643", "r644", "r645", "r646", "r647", "r648", "r649", "r650", "r651", "r652", "r653", "r654", "r655", "r656", "r657", "r658", "r659", "r660", "r661", "r662", "r663", "r664"}], "us-gaap\_SellingGeneralAndAdministrativeExpense": {"xbrltype": "calculation", "parentTag": "us-gaap\_IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsNoncontrollingInterest", "weight": -1.0, "order": 5.0}, "presentation": [{"http://roberthalf.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFOPERATIONSUNAUDITED"}], "lang": {"en-us": {"role": {"terseLabel": "Selling, general and administrative expenses", "label": "Selling, General and Administrative Expense", "documentation": "The aggregate total costs related to selling a firm's product and services, as well as all other general and administrative expenses. Direct selling expenses (for example, credit, warranty, and advertising) are expenses that can be directly linked to the sale of specific products. Indirect selling expenses are expenses that cannot be directly linked to the sale of specific products, for example telephone expenses, Internet, and postal charges. General and administrative expenses include salaries of non-sales personnel, rent, utilities, communication, etc."}}}, "auth\_ref": {"r62"}], "rhi\_ShariDorffMember": {"xbrltype": "domainItemType", "nsuri": "http://roberthalf.com/20240930", "localname": "ShariDorffMember", "presentation": [{"http://roberthalf.com/role/CommitmentsandContingenciesDetails"}], "lang": {"en-us": {"role": {"terseLabel": "Shari Dorff", "label": "Shari Dorff [Member]", "documentation": "Shari Dorff [Member]"}}, "auth\_ref": {"r18", "r436"}], "us-gaap\_ShortTermBorrowings": {"xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShortTermBorrowings", "crdr": "credit", "presentation": [{"http://roberthalf.com/role/CommitmentsandContingenciesDetails"}], "lang": {"en-us": {"role": {"terseLabel": "Borrowings under credit agreement", "label": "Short-Term Debt", "documentation": "Reflects the total carrying amount as of the balance sheet date of debt having initial terms less than one year or the normal operating cycle, if longer."}}}, "auth\_ref": {"r37", "r80", "r637", "r740"}], "us-gaap\_ShortTermDebtTypeAxis": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShortTermDebtTypeAxis", "presentation": [{"http://roberthalf.com/role/CommitmentsandContingenciesDetails"}], "lang": {"en-us": {"role": {"terseLabel": "Short-term Debt, Type [Axis]", "label": "Short-Term Debt, Type [Axis]", "documentation": "Information by type of short-term debt arrangement."}}}, "auth\_ref": {"r39", "r696", "r697", "r698"}], "us-gaap\_ShortTermDebtTypeDomain": {"xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShortTermDebtTypeDomain", "presentation": [{"http://roberthalf.com/role/CommitmentsandContingenciesDetails"}], "lang": {"en-us": {"role": {"terseLabel": "Short-term Debt, Type [Domain]", "label": "Short-Term Debt, Type [Domain]", "documentation": "Type of short-term debt arrangement, such as notes, line of credit, commercial paper, asset-based financing, project financing, letter of credit financing."}}}, "auth\_ref": {"r37", "r696", "r697", "r698"}], "us-gaap\_SignificantAccountingPoliciesTextBlock": {"xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SignificantAccountingPoliciesTextBlock", "presentation": [{"http://roberthalf.com/role/SummaryofSignificantAccountingPolicies"}], "lang": {"en-us": {"role": {"terseLabel": "Summary of Significant Accounting Policies", "label": "Significant Accounting Policies [Text Block]", "documentation": "The entire disclosure for all significant accounting policies of the reporting entity."}}}, "auth\_ref": {"r68", "r160"}], "rhi\_StaffingPlacementGuaranteePeriod": {"xbrltype": "durationItemType", "nsuri": "http://roberthalf.com/20240930", "localname": "StaffingPlacementGuaranteePeriod", "presentation": [{"http://roberthalf.com/role/RevenueRecognitionScheduleofRevenueDisaggregatedbyLineofBusinessDetails"}], "lang": {"en-us": {"role": {"terseLabel": "Guarantee period", "label": "Staffing Placement, Guarantee Period", "documentation": "Staffing Placement, Guarantee Period"}}, "auth\_ref": {"r18", "r436"}], "us-gaap\_StatementBusinessSegmentsAxis": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StatementBusinessSegmentsAxis", "presentation": [{"http://roberthalf.com/role/BusinessSegmentsScheduleofReconciliationofRevenueandOperatingIncomebyReportableSegmenttoConsolidatedResultsDetails"}], "auth\_ref": {"r87", "r88", "r89", "r90", "r196", "r199", "r202", "r203", "r204", "r205", "r206", "r207", "r208", "r209", "r210", "r211", "r212", "r213", "r215", "r216", "r217", "r218", "r219", "r220", "r221", "r222", "r223", "r224", "r225", "r230", "r267", "r268", "r269", "r270", "r271", "r272", "r273", "r274", "r275", "r281", "r283", "r284", "r285", "r476", "r477", "r478", "r479", "r480", "r481", "r482", "r483", "r484", "r485", "r486", "r487", "r488", "r489", "r600", "r601", "r606", "r641", "r642", "r643", "r644", "r645", "r646", "r647", "r648", "r649", "r650", "r651", "r652", "r653", "r654", "r655", "r656", "r657", "r658", "r659", "r660", "r661", "r662", "r663", "r664"}], "us-gaap\_StatementEquityComponentsAxis": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StatementEquityComponentsAxis", "presentation": [{"http://roberthalf.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFSTOCKHOLDERSEQUITYUNAUDITED"}], "lang": {"en-us": {"role": {"terseLabel": "Equity Components [Axis]", "label": "Equity Components [Axis]", "documentation": "Information by component of equity."}}}, "auth\_ref": {"r10", "r48", "r51", "r52", "r130", "r152", "r153", "r154", "r164", "r165", "r166", "r170", "r177", "r179", "r181", "r197", "r235", "r238", "r282", "r337", "r378"}]







































































































